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Annual Salary Survey

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ARL ANNUAL SALARY SURVEY 1984

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Compiled by
Gordon Fretwell

for the
Association of
Research Libraries

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INTRODUCTION

The 1984 Association of Research Libraries' Annual Salary Survey resembles earlier editions with regard to general format and organization. Salaries of staff in the Canadian member libraries have been expressed in U.S. dollars, with conversion at the rate of $1.2548 Canadian per U.S. dollar*. However, some statistics were reported which permit the inclusion of Chicago in tables 4 through 9.

A major change was implemented in the compilation of this year's Survey. Except for Tables 1 and 10, salaries of staff in medical and law libraries included in the Survey have been excluded from the general University library tables and two new series of tables have been developed for these types of libraries. The new tables are modeled after the general non-University tables, with minor modifications. The new tables vary from the general tables only when imitation would have created categories for which no data could have been published. (The Survey does not publish any salary data for groups which include fewer than four individuals in order to maintain confidentiality of salary information.)

The reasons for changing the scope of published tables is threefold. First, not all ARL member libraries' parent institutions include law and medical programs, and therefore could not report any medical or law librarian salaries. Second, not all ARL member libraries with law or medical programs were able to report the salaries of law and medical libraries affiliated with the parent institution. In some cases these libraries were not situated on the main campus; more frequently the administrative reporting channels for either or both specialized libraries were not through the chief administrative officer of the general library system. Last, some ARL members were able to report either law or medical librarian salaries even though one or both libraries are not part of the Director's administrative responsibility. As a result of the confusion surrounding the status of both reporting and non-reporting libraries in these two professional programs, comparison of one member library with another was more difficult than necessary because the published data were difficult to interpret. The general University tables now deal with main library systems, and it is hoped the new reporting scope will both simplify and enhance the utility of the published information. Analysis or comparison of salary data for law and medical librarians can be more effectively carried out by referring to the data in Tables 22 through 27.

Two additional tables have also been added to the general section which deal with main library systems. These are Table 15 and Table 16 which show the average years of experience for incumbents whose average salaries are shown in Table 13 and Table 14, respectively. The purpose of the new tables is to provide a contextual framework for the comparison of salaries for women versus men, or all librarians versus minority librarians.

This Survey includes data from ARL's newest University member, the University of Waterloo. This brings to twelve the number of Canadian University members in the Association. The combined staff in these twelve libraries (including law and medical)

* This is the average monthly noon exchange rate published in the Bank of Canada Review for the period July 1983 through June 1984.

This Survey includes data from ARL's newest University member, the University of Waterloo. This brings to twelve the number of Canadian university members in the Association. The combined staff in these twelve libraries (including law and medical) represent 9.8% of the total professionals reported in this year's Survey. The total university membership reported an increase of 71 filled positions compared to last year's level, in addition to the positions reported at Waterloo and McMaster Medical (not previously reported).

Fewer minority professional positions were reported this year: 641 this year versus 645 last year. Of this year's total, 35 were reported in medical libraries and 34 in law libraries. The identification of minority professionals is limited to U.S. university members because Canadian institutions are not permitted to collect that information. Thus the 641 professionals (including those in law and medical libraries) identified as being members of federally defined minority groups represent 9.9% of all positions reported from the U.S. university segment of the membership of the Association. Within the minority categories, men represent 34% of the total, slightly more than the fraction of men in the U.S. university membership (32.4%). Minority librarians in ARL libraries are not proportionately distributed in geographical terms; the South Atlantic and Pacific regions both have disproportionate shares of the total number. The distribution of minority professionals reported by the membership is as follows:

	New Engl	Middle Atl	E North Central	W North Central	South Atl	East S Central	West S Central	Mt	Pac	TOTAL
Black	10	38	26	10	85	4	7	2	24	206
Hispanic	4	8	10	2	18	-	13	6	17	78
Asian	37	69	46	17	47	1	13	11	108	349
AI/NA*	-	1	2	-	-	-	2	1	2	8

Once again the salary ranges in Tables 1, 11, and 12 have been adjusted upward to accommodate the higher salaries reported in the Survey. The previous intervals have been maintained and a new upper category established for salaries of $100,000 or more. This year there are two salaries in that category.

Salaries paid to librarians in private ARL U.S. libraries average 2.6% higher than those paid their counterparts in publicly supported institutions. In 17 of the 27 job categories listed in Table 19, the average for staff in private U.S. institutions is greater than the average for librarians in the public sector. In the three top administrative categories (Director, Associate Director, and Assistant Director) the differential between type of library is 4.5%. Higher average salaries are also paid in larger libraries. The differential between the three groups of smaller libraries is rather modest, but between the largest and the second largest, the differential is 16%. Table 20 provides a detailed breakdown. The geographical influence on salaries continues to be apparent. In the U.S., the highest average salaries are paid in the Pacific and Middle Atlantic regions, and the lowest average salaries paid in the East and West South Central regions.

The median salary for all professional staff in university library members of ARL (including law and medical) increased 4.65% during the past year. The median Beginning Professional Salary also increased by 4.5%. Both of these measures grew faster than the increase in the Consumer Price Index, so for the third year in a row, ARL librarians regained another small portion of purchasing power lost in the preceding decade.

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* American Indian/Native Alaskan

A final cautionary note repeated from past years: Users of the Survey are advised against making staffing or salary inferences from the data presented here without a careful analysis of the libraries being compared and the information that is available. A highly standardized method of data collection has been employed which may imply organizational patterns that are not valid in specific instances. Please refer to the survey instrument at the back for further information about definitions, assumptions, etc. Finally, this Survey only concerns itself with salaries, and other tangible and intangible forms of compensation may have a significant impact on specific salaries.

Gordon Fretwell
University of Massachusetts
December 10, 1984

TABLE 1: PERSONNEL DISTRIBUTION BY SALARY LEVEL

Figures in columns headed by fiscal year show number of professional staff in each salary range. Figures in columns headed by % show the percent of positions with salaries equal to or above the beginning of each salary range (e.g., in fiscal 1984 48% of the librarians in ARL university libraries earned $25,000 or more).

SALARY RANGE	UNIVERSITY LIBRARIANS*				NON-UNIVERSITY LIBRARIANS**			
	1984	%	1985	%	1984	%	1985	%
$100,000 or more			2					
95,000 - - - 99,999	1							
90,000 - - - 94,999	1		1					
85,000 - - - 89,999	1		2					
80,000 - - - 84,999	2		8				1	
75,000 - - - 79,999	4		2				1	
70,000 - - - 74,999	7		16		2		3	
65,000 - - - 69,999	12		27	1	2		113	3
60,000 - - - 64,999	23	1	31		121	4	54	4
55,000 - - - 59,999	49		57	2	99	6	134	8
50,000 - - - 54,999	59	2	72	3	130	10	136	12
48,000 - - - 49,999	34	3	33	4	73		133	15
46,000 - - - 47,999	35		71	5	65	11	47	16
44,000 - - - 45,999	51	4	61		82	17	108	19
42,000 - - - 43,999	63	5	141	7	92	20	122	22
40,000 - - - 41,999	81	6	117	9	104	23	105	25
38,000 - - - 39,999	114	8	197	12	135	27	188	30
36,000 - - - 37,000	222	11	180	14	183	32	238	36
34,000 - - - 35,999	208	14	378	19	213	38	312	44
32,000 - - - 33,999	355	19	369	25	270	46	246	51
30,000 - - - 31,999	506	26	516	32	278	54	176	55
29,000 - - - 29,999	222	29	306	36	126	57	166	59
28,000 - - - 28,999	296	33	300	40	122	61	151	63
27,000 - - - 27,999	301	38	387	46	130	65	138	67
26,000 - - - 26,999	349	43	361	51	143	69	185	72
25,000 - - - 25,999	373	48	416	57	135	73	142	75
24,000 - - - 24,999	449	54	410	62	89	76	100	78
23,000 - - - 23,999	446	61	434	68	115	79	113	81
22,000 - - - 22,999	442	67	435	74	84	82	159	85
21,000 - - - 21,999	435	73	388	80	106	85	134	89
20,000 - - - 20,999	418	79	345	85	125	87	58	90
19,000 - - - 19,999	364	84	285	89	100	92	51	92
18,000 - - - 18,999	348	89	307	93	54	93	73	93
17,000 - - - 17,999	280	93	256	97	71	95	90	96
16,000 - - - 16,999	261	97	155	99	77	98	79	98
15,000 - - - 15,999	135	99	67	99.6	68	99.5	31	99
14,000 - - - 14,999	75	99.8	23	99.9	15	99.9	39	99.6
13,999 or less	17	100	5	100	2	100	14	100
Total Positions	7,039		7,161		3,411		3,840	

* Excludes Chicago

** Excludes Newberry and Canada Institute for Scientific and Technical Information.

TABLE 2: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL NON-UNIVERSITY LIBRARIES[1]

INSTITUTION / NUMBER OF STAFF	MEDIAN SALARIES		BEGINNING PROFESSIONAL SALARIES	
	FY 1984[r]	FY 1985	FY 1984[r]	FY 1985
Boston Public Library	24,500	24,500	15,323	16,089
Center for Research Libraries	$25,409	23,342	$14,056	14,337
Library of Congress	N/A	33,500	N/A	14,600
Linda Hall Library	21,000	23,000	16,000	16,500
National Agricultural Library (*)	32,000	34,000	16,559	17,221
National Library of Canada (D)	22,500	23,662	15,764	15,764
National Library of Medicine (*)	30,353	32,134	16,559	17,221
New York Public Library (*)	24,961	26,459	17,918	18,721
New York State Library	26,235	28,334	17,694	19,110
Newberry Library	20,700	21,500	14,500	14,000
Smithsonian Institution Libraries(*) 17,221		33,000	35,000	17,730

1 - Excludes salaries from the Canada Institute for Scientific and Technical Information
r - Figures revised from 1983 Survey
D - Canadian salaries expressed in U.S. dollars
* - See footnotes
N/A - Not available

TABLE 3: ANALYSIS OF SALARIES IN ARL NON-UNIVERSITY LIBRARIES

Salary figures for the past twelve years are converted into index numbers and compared to the Consumer Price Index (CPI) which has also been converted using July 1974 as the base.

Fiscal Year	No. of Libs.	Total Staff	Median Salary	Median BPS*	Median Salary Index	BPS* Index	Actual CPI	Adjusted CPI
1985	11	3,840**	$33,863**	$16,500**	235.2	165.4	311.7	234.9
1984	11	3,411	31,000	16,559	215.3	166.1	299.3	225.6
1983	11	4,929	25,373	15,487	176.2	155.4	292.2	220.2
1982	10	4,839	23,274	14,955	161.6	150.0	274.4	206.8
1981	12	5,171	20,301	12,651	150.0	126.9	247.8	186.7
1980	12	4,822	19,679	12,391	136.7	124.3	218.9	165.0
1979	11	4,570	18,567	11,460	128.9	115.0	196.7	148.2
1978	11	4,738	18,420	10,825	127.9	108.6	182.6	137.6
1977	11	4,335	17,000	11,220	118.1	112.5	171.1	128.9
1976	11	4,341	16,500	10,714	114.6	107.5	162.3	122.3
1975	11	4,345	15,100	10,000	104.9	100.3	148.3	111.8
1974	11	4,089	14,400	9,969	100	100	132.7	100

* - Beginning Professional Salary
** - Excludes Newberry and the Canada Institute for Scientific and Technical Information

TABLE 4: AVERAGE, MEDIAN, AND BEGINNING PROFESSIONAL SALARIES AND AVERAGE YEARS OF PROFESSIONAL EXPERIENCE IN ARL UNIVERSITY LIBRARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1985	FY 1985	FY 1984[r]	FY 1985	FY 1984[r]	FY 1985	FY 1985
Alabama (* C L)	34	$ 22,804	$ 18,717	$ 21,153	$ 15,000	$ 15,000	12.0
Alberta (* C D L M)	69	30,167	29,262	29,884	19,218	19,218	12.2
Arizona (* C L M)	62	24,578	22,549	23,300	16,500	16,500	11.0
Arizona State (* C)	51	24,373	23,864	24,057	16,300	16,300	11.0
Boston (* C L M)	46	23,594	22,207	21,787	16,000	16,000	10.8
Brigham Young (C)	55	26,417	24,000	24,900	16,000	16,300	14.2
British Columbia (* C D L M)	92	29,700	28,720	28,736	18,438	18,438	15.9
Brown (* C L)	54	25,614	22,356	23,732	17,853	18,894	13.2
Calif., Berkeley (* C)	128	35,266	30,648	35,748	18,456	20,316	17.4
Calif., Davis (* C L M)	55	34,486	32,796	35,748	18,636	21,024	15.7
Calif., Irvine (* C M)	33	33,363	30,612	33,372	18,636	21,204	12.8
Calif., Los Angeles (* L M)	133	33,930	32,228	35,628	18,457	22,356	14.3
Calif., Riverside (* C)	33	31,658	27,660	31,152	18,636	20,316	12.6
Calif., San Diego (C M)	50	33,427	32,796	31,152	18,636	20,316	12.5
Calif., Santa Barbara (C)	51	36,717	32,484	35,748	18,636	20,316	17.2
Case Western Reserve (C L M)	29	25,510	21,600	24,325	15,725	15,880	14.0
Chicago (C L M)	67	25,919	22,111	24,080	14,612	15,037	N/A
Cincinnati (*)	54	27,304	24,692	27,222	14,320	16,500	14.5
Colorado (C L)	40	27,315	25,355	26,985	15,500	18,000	13.0
Colorado State (C)	41	27,573	25,000	25,950	18,700	18,700	18.6
Columbia (L M)	111	31,482	27,250	30,175	18,000	19,000	12.7

[r]Figures revised from 1983 survey
* - See Footnotes
N/A - Not available

C - Includes salaries for main campus only/has only one campus
D - Canadian salaries expressed in U.S. dollars
L - Law Library salaries reported in tables 25 through 27
M - Medical Library salaries reported in tables 22 through 24

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1985	FY 1985	FY 1984[r]	FY 1985	FY 1984[r]	FY 1985	FY 1985
Connecticut (L M)	53	27,001	25,164	26,159	15,000	15,000	13.1
Cornell (* L)	117	27,816	24,165	25,890	15,600	16,400	14.1
Dartmouth (C M)	33	25,362	22,875	23,950	15,500	16,500	11.8
Delaware (* C)	28	23,893	21,250	22,472	14,000	14,200	9.8
Duke (* C L M)	65	28,735	24,600	26,965	16,500	17,000	15.5
Emory (* C L M)	38	24,797	20,902	22,443	15,000	16,000	12.6
Florida (C L M)	75	21,056	19,826	20,348	13,186	14,409	13.1
Florida State (* C L)	47	23,421	22,603	24,039	12,000	14,162	15.4
Georgetown (* C L M)	37	25,393	23,000	24,645	15,000	15,500	13.1
Georgia (C L)	69	22,616	22,968	21,398	14,800	15,300	8.6
Georgia Tech (C)	40	22,807	18,450	18,830	14,200	14,700	12.0
Guelph (C D)	35	31,088	29,572	30,833	17,241	17,930	13.3
Harvard (* L M)	208	27,674	24,986	25,438	16,800	17,300	11.6
Hawaii (* C)	61	29,219	27,240	28,092	16,176	16,656	17.0
Houston (* C L)	41	26,440	24,917	24,917	15,500	16,000	10.4
Howard (C L M)	64	30,890	28,564	28,362	20,013	20,013	13.1
Illinois (* C L M)	119	26,676	23,600	24,350	14,500	16,000	15.6
Indiana (* C L)	101	25,075	21,606	23,456	14,500	14,700	12.5
Iowa (C L M)	54	27,095	25,500	25,500	15,830	17,000	12.9
Iowa State (C)	51	26,446	22,906	24,312	15,500	16,500	13.1
Johns Hopkins (* C)	39	26,349	23,204	24,278	15,500	16,306	13.2
Kansas (* L M)	62	23,305	21,207	22,398	15,000	16,000	12.9

[r]Figures revised from 1983 survey
* - See Footnotes
N/A - Not available

C - Includes salaries for main campus only/has only one campus
D - Canadian salaries expressed in U.S. dollars
L - Law Library salaries reported in tables 25 through 27
M - Medical Library salaries reported in tables 22 through 24

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1985	FY 1985	FY 1984[r]	FY 1985	FY 1984[r]	FY 1985	FY 1985
Kent State (C)	31	30,301	29,052	31,710	18,000	18,000	16.3
Kentucky (* C L M)	49	22,499	21,857	21,125	15,000	15,500	12.3
Louisiana State (* C L)	44	25,778	23,369	25,043	14,500	15,400	13.3
McGill (D L M)	57	27,906	27,717	28,053	17,382	17,382	14.2
McMaster (* C D M)	33	26,402	24,023	26,697	15,033	15,484	14.9
Manitoba (D L M)	48	29,637	28,689	31,829	15,594	16,780	12.6
Maryland (* C)	67	26,371	22,479	24,419	14,700	16,749	11.9
Massachusetts (C)	55	30,581	28,142	30,126	17,000	18,500	15.9
MIT (C)	83	26,566	24,050	24,700	17,200	18,000	10.9
Miami (L M)	39	25,482	24,200	24,525	14,000	14,000	17.8
Michigan (* M)	98	26,671	23,658	25,090	16,000	17,000	13.4
Michigan State (C)	75	25,814	24,150	23,650	16,500	17,000	13.9
Minnesota (C M)	93	29,538	25,948	27,394	19,290	19,296	17.2
Missouri (C L M)	36	22,453	20,562	22,325	13,500	14,400	15.3
Nebraska (C)	48	24,564	19,724	22,748	16,500	17,000	10.8
New Mexico (* C)	44	25,897	22,650	25,000	16,000	17,000	11.9
New York (* C L M)	72	28,525	25,670	25,282	17,738	19,000	10.9
North Carolina (* C)	76	24,227	20,213	22,557	15,000	16,000	10.7
North Carolina State (C M)	40	24,380	21,305	23,500	14,500	15,500	12.0
Northwestern (* L M)	75	26,707	23,000	23,940	16,000	16,000	14.0
Notre Dame (C)	31	26,190	22,200	24,000	14,500	15,500	14.5

[r]Figures revised from 1983 survey
* - See Footnotes
N/A - Not available

C - Includes salaries for main campus only/has only one campus
D - Canadian salaries expressed in U.S. dollars
L - Law Library salaries reported in tables 25 through 27
M - Medical Library salaries reported in tables 22 through 24

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1985	FY 1985	FY 1984[r]	FY 1985	FY 1984[r]	FY 1985	FY 1985
Ohio State (* L M)	98	26,621	25,200	26,340	16,320	17,160	12.9
Oklahoma (C)	28	23,381	24,150	21,450	15,600	16,000	10.5
Oklahoma State (* C)	36	22,418	19,080	19,716	14,160	15,540	9.7
Oregon (C L)	47	25,606	24,016	23,958	16,000	18,000	15.0
Pennsylvania (C L M)	72	26,811	24,325	25,550	16,000	16,800	15.8
Pennsylvania State (M)	96	27,914	24,720	25,068	16,008	16,800	13.7
Pittsburgh (* C L M)	59	25,997	22,056	24,983	15,000	16,000	14.0
Princeton (C)	98	27,751	25,000	26,200	16,500	17,000	11.8
Purdue (* C)	45	27,603	23,800	25,200	15,500	16,000	14.8
Queen's (* C D L M)	32	25,775	23,827	24,525	14,025	15,022	15.0
Rice (C)	32	23,877	20,000	22,190	16,000	17,000	7.6
Rochester (* M)	47	26,480	23,483	25,884	13,650	13,650	14.4
Rutgers (* M)	84	34,285	30,857	34,295	18,688	19,249	11.7
Saskatchewan (D L M)	30	27,450	23,528	27,217	17,587	17,587	12.4
South Carolina (C L M)	47	23,243	20,460	21,460	14,000	16,000	12.0
Southern California (* C)	53	26,705	25,581	26,940	16,000	16,000	12.7
Southern Illinois (* C L)	51	26,891	23,605	24,780	15,500	16,400	17.2
Stanford (* C L M)	133	34,962	31,000	33,220	21,072	21,900	16.6
SUNY - Albany	46	26,720	22,609	25,774	16,000	16,500	12.5
SUNY - Buffalo (* L M)	49	28,580	24,945	27,068	15,000	16,000	12.7

[r]Figures revised from 1983 survey
* - See Footnotes
N/A - Not available

C - Includes salaries for main campus only/has only one campus
D - Canadian salaries expressed in U.S. dollars
L - Law Library salaries reported in tables 25 through 27
M - Medical Library salaries reported in tables 22 through 24

TABLE 4 continued: AVERAGE, MEDIAN, AND BEGINNING SALARIES

INSTITUTION	FILLED POS.	AVERAGE SALARIES	MEDIAN SALARIES		BEGINNING SALARIES		AVERAGE YEARS EXP.
	FY 1985	FY 1985	FY 1984[r]	FY 1985	FY 1984[r]	FY 1985	FY 1985
SUNY - Stony Brook (* C)	41	29,139	25,966	28,334	16,000	17,000	12.9
Syracuse (* C L)	53	24,574	22,540	23,667	15,000	16,000	11.6
Temple	54	22,539	22,046	22,778	13,800	N/A	13.2
Tennessee (C)	51	25,094	20,139	22,966	14,000	16,000	12.9
Texas (* C)	103	25,624	22,546	24,170	16,000	16,480	14.4
Texas A & M (* C)	52	24,607	22,204	20,801	15,500	16,000	8.0
Toronto (* C D M)	93	28,146	28,481	28,344	16,655	16,655	16.4
Tulane (* C L M)	33	22,591	20,360	21,666	16,000	16,200	13.7
Utah (C)	40	22,865	20,777	21,180	14,000	16,000	11.0
Vanderbilt (C L M)	41	24,123	20,850	22,470	15,000	16,000	11.7
Virginia (C L M)	65	24,550	21,800	23,600	15,000	16,000	12.5
Virginia Polytechnic (C)	52	23,493	21,400	23,800	15,200	16,000	10.3
Washington (C M)	100	26,526	23,676	24,756	17,000	17,700	13.6
Washington State (C)	43	26,811	24,425	26,480	17,200	17,500	11.7
Washington, St. Louis(L M)	36	23,650	19,950	20,484	15,624	16,716	9.7
Waterloo (C)	44	27,901	26,025	26,924	15,984	16,784	10.0
Wayne State (L M)	41	28,535	25,849	26,713	15,000	19,000	18.1
Western Ontario (C D L M)	44	25,666	24,034	24,647	15,364	15,707	13.0
Wisconsin (* C L M)	91	23,901	20,770	22,207	17,200	17,200	13.7
Yale (* C L M)	110	32,379	26,200	28,150	18,000	19,500	14.6
York (C D L)	40	30,762	29,287	31,048	14,480	15,205	15.4

[r]Figures revised from 1983 survey
* - See Footnotes
N/A - Not available

C - Includes salaries for main campus only/has only one campus
D - Canadian salaries expressed in U.S. dollars
L - Law Library salaries reported in tables 25 through 27
M - Medical Library salaries reported in tables 22 through 24

TABLE 5: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1984

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 19,000 and over
2- 18,000-18,999
3- 17,000-17,999
4- 16,000-16,999
5- 15,000-15,999
6- 14,000-14,999
7- below 14,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Stanford	$21,072
	2	Howard	20,013
	3	Minnesota	19,290
	4	Alberta	19,218
2	5	Colorado State	18,700
	6	Rutgers	18,688
	7	Calif., Davis	18,636
	7	Calif., Irvine	18,636
	7	Calif., Riverside	18,636
	7	Calif., San Diego	18,636
	7	Calif., Santa Barbara	18,636
	12	Calif., Los Angeles	18,456
	13	Calif., Berkeley	18,457
	14	British Columbia	18,438
	15	Columbia	18,000
	15	Kent State	18,000
	15	Yale	18,000
3	18	Brown	17,853
	19	New York University	17,738
	20	Saskatchewan	17,587
	21	McGill	17,382
	22	Guelph	17,241
	23	MIT	17,200
	23	Washington State	17,200
	23	Wisconsin	17,200
	26	Massachusetts	17,000
	26	Washington	17,000
4	28	Harvard	16,800
	29	Toronto	16,655
	30	Arizona	16,500
	30	Duke	16,500
	30	Michigan State	16,500
	30	Nebraska	16,500
	30	Princeton	16,500
	35	Ohio State	16,320
	36	Arizona State	16,300
	37	Hawaii	16,176
	38	Pennsylvania State	16,008
	39	Boston University	16,000
	39	Brigham Young	16,000
	39	Michigan	16,000
	39	New Mexico	16,000
	39	Northwestern	16,000
	39	Oregon	16,000
	39	Pennsylvania	16,000
	39	Rice	16,000
	39	Southern California	16,000
	39	SUNY - Albany	16,000
	39	SUNY - Stony Brook	16,000
	39	Texas	16,000
	39	Tulane	16,000
5	52	Waterloo	15,984
	53	Iowa	$15,830
	54	Case Western Reserve	15,725
	55	Washington University	15,624
	56	Cornell	15,600
	56	Oklahoma	15,600
	58	Manitoba	15,594
	59	Colorado	15,500
	59	Dartmouth	15,500
	59	Houston	15,500
	59	Iowa State	15,500
	59	Johns Hopkins	15,500
	59	Purdue	15,500
	59	Southern Illinois	15,500
	59	Texas A & M	15,500
	67	Western Ontario	15,364
	68	Virginia Polytechnic	15,200
	69	McMaster	15,033
	70	Alabama	15,000
	70	Connecticut	15,000
	70	Emory	15,000
	70	Georgetown	15,000
	70	Kansas	15,000
	70	Kentucky	15,000
	70	North Carolina	15,000
	70	Pittsburgh	15,000
	70	SUNY - Buffalo	15,000
	70	Syracuse	15,000
	70	Vanderbilt	15,000
	70	Virginia	15,000
	70	Wayne State	15,000
6	83	Georgia	14,800
	84	Maryland	14,700
	85	Chicago	14,612
	86	Illinois	14,500
	86	Indiana	14,500
	86	Louisiana State	14,500
	86	North Carolina State	14,500
	86	Notre Dame	14,500
	91	York	14,480
	92	Cincinnati	14,320
	93	Georgia Tech	14,200
	94	Oklahoma State	14,160
	95	Queen's	14,025
	96	Delaware	14,000
	96	Miami	14,000
	96	South Carolina	14,000
	96	Tennessee	14,000
	96	Utah	14,000
7	101	Temple	13,800
	102	Rochester	13,650
	103	Missouri	13,500
	104	Florida	13,186
	105	Florida State	12,000

All Canadian salaries and some U.S. salaries revised from 1983 Survey.
Excludes law and medical libraries. For statistics related to law and medical library salaries, refer to tables 22-27.

TABLE C: BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1985

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 21,000 and over
2- 20,000-20,999
3- 19,000-19,999
4- 18,000-18,999
5- 17,000-17,999
6- 16,000-16,999
7- 15,000-15,999
8- below 15,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Calif., Los Angeles	$22,356
	2	Stanford	21,900
	3	Calif., Irvine	21,204
	4	Calif., Davis	21,024
2	5	Calif., Berkeley	20,316
	5	Calif., Riverside	20,316
	5	Calif., San Diego	20,316
	5	Calif., Santa Barbara	20,316
	9	Howard	20,013
3	10	Yale	19,500
	11	Minnesota	19,296
	12	Rutgers	19,249
	13	Alberta	19,218
	14	Columbia	19,000
	14	New York University	19,000
	14	Wayne State	19,000
4	17	Brown	18,894
	18	Colorado State	18,700
	19	Massachusetts	18,500
	20	British Columbia	18,438
	21	Colorado	18,000
	21	Kent State	18,000
	21	MIT	18,000
	21	Oregon	18,000
5	25	Guelph	17,930
	26	Washington	17,700
	27	Saskatchewan	17,587
	28	Washington State	17,500
	29	McGill	17,382
	30	Harvard	17,300
	31	Wisconsin	17,200
	32	Ohio State	17,160
	33	Duke	17,000
	33	Iowa	17,000
	33	Michigan	17,000
	33	Michigan State	17,000
	33	Nebraska	17,000
	33	New Mexico	17,000
	33	Princeton	17,000
	33	Rice	17,000
	33	SUNY - Stony Brook	17,000
6	42	Pennsylvania	16,800
	42	Pennsylvania State	16,800
	44	Waterloo	16,784
	45	Manitoba	16,780
	46	Maryland	16,749
	47	Washington University	16,716
	48	Hawaii	16,656
	49	Toronto	16,655
	50	Arizona	16,500
	50	Cincinnati	16,500
	50	Dartmouth	$16,500
	50	Iowa State	16,500
	50	SUNY - Albany	16,500
	55	Texas	16,480
	56	Cornell	16,400
	56	Southern Illinois	16,400
	58	Johns Hopkins	16,306
	59	Arizona State	16,300
	59	Brigham Young	16,300
	61	Tulane	16,200
	62	Boston University	16,000
	62	Emory	16,000
	62	Houston	16,000
	62	Illinois	16,000
	62	Kansas	16,000
	62	North Carolina	16,000
	62	Northwestern	16,000
	62	Oklahoma	16,000
	62	Pittsburgh	16,000
	62	Purdue	16,000
	62	South Carolina	16,000
	62	Southern California	16,000
	62	SUNY - Buffalo	16,000
	62	Syracuse	16,000
	62	Tennessee	16,000
	62	Texas A & M	16,000
	62	Utah	16,000
	62	Vanderbilt	16,000
	62	Virginia	16,000
	62	Virginia Polytechnic	16,000
7	82	Case Western Reserve	15,880
	83	Western Ontario	15,707
	84	Oklahoma State	15,540
	85	Georgetown	15,500
	85	Kentucky	15,500
	85	North Carolina State	15,500
	85	Notre Dame	15,500
	89	McMaster	15,484
	90	Louisiana State	15,400
	91	Georgia	15,300
	92	York	15,205
	93	Chicago	15,037
	94	Queen's	15,022
	95	Alabama	15,000
	95	Connecticut	15,000
8	97	Georgia Tech	14,700
	97	Indiana	14,700
	99	Florida	14,409
	100	Missouri	14,400
	101	Delaware	14,200
	102	Florida State	14,162
	103	Miami	14,000
	104	Rochester	13,650

Temple figure not available.
Excludes law and medical libraries. For statistics related to law and medical library salaries, refer to tables 22-27.

TABLE 7: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1984

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 30,000 and over
2- 28,000-29,999
3- 26,000-27,999
4- 25,000-25,999
5- 24,000-24,999
6- 23,000-23,999
7- 22,000-22,999
8- 21,000-21,999
9- 20,000-20,999
10- below 20,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Calif., Davis	$32,796
	1	Calif., San Diego	32,796
	3	Calif., Santa Barbara	32,484
	4	Calif., Los Angeles	32,228
	5	Stanford	31,000
	6	Rutgers	30,857
	7	Calif., Berkeley	30,648
	8	Calif., Irvine	30,612
2	9	Guelph	29,572
	10	York	29,287
	11	Alberta	29,262
	12	Kent State	29,052
	13	British Columbia	28,720
	14	Manitoba	28,689
	15	Howard	28,564
	16	Toronto	28,481
	17	Massachusetts	28,142
3	18	McGill	27,717
	19	Calif., Riverside	27,660
	20	Columbia	27,250
	21	Hawaii	27,240
	22	Yale	26,200
	23	Waterloo	26,025
4	24	SUNY - Stony Brook	25,966
	25	Minnesota	25,948
	26	Wayne State	25,849
	27	New York University	25,670
	28	Southern California	25,581
	29	Colorado	25,355
	30	Ohio State	25,200
	31	Connecticut	25,164
	32	Colorado State	25,000
	32	Princeton	25,000
5	34	Harvard	24,986
	35	SUNY - Buffalo	24,945
	36	Pennsylvania State	24,720
	37	Cincinnati	24,692
	38	Duke	24,600
	39	Washington State	24,425
	40	Pennsylvania	24,325
	41	Miami	24,200
	42	Houston	24,191
	43	Cornell	24,165
	44	Michigan State	24,150
	44	Oklahoma	24,150
	46	MIT	24,050
	47	Western Ontario	24,034
	48	McMaster	24,023
	49	Oregon	24,016
	50	Brigham Young	24,000
6	51	Arizona State	23,864
	52	Queen's	23,827
	53	Purdue	$23,800
	52	Washington	23,676
	55	Michigan	23,658
	56	Southern Illinois	23,605
	57	Illinois	23,600
	58	Saskatchewan	23,528
	59	Rochester	23,483
	60	Louisiana State	23,369
	61	Johns Hopkins	23,204
	62	Georgetown	23,000
	62	Northwestern	23,000
7	64	Georgia	22,968
	65	Iowa State	22,906
	66	Dartmouth	22,875
	67	Iowa	22,775
	68	New Mexico	22,650
	69	SUNY - Albany	22,609
	70	Florida State	22,603
	71	Arizona	22,549
	72	Texas	22,546
	73	Syracuse	22,540
	74	Maryland	22,479
	75	Brown	22,356
	76	Boston University	22,207
	77	Texas A & M	22,204
	78	Notre Dame	22,200
	79	Chicago	22,111
	80	Pittsburgh	22,056
	81	Temple	22,046
8	82	Kentucky	21,857
	83	Virginia	21,800
	84	Indiana	21,606
	85	Case Western Reserve	21,600
	86	Virginia Polytechnic	21,400
	87	North Carolina State	21,305
	88	Delaware	21,250
	89	Kansas	21,207
9	90	Emory	20,902
	91	Vanderbilt	20,850
	92	Utah	20,777
	93	Wisconsin	20,770
	94	Missouri	20,562
	95	South Carolina	20,460
	96	Tulane	20,360
	97	North Carolina	20,213
	98	Tennessee	20,139
	99	Rice	20,000
10	100	Washington University	19,950
	101	Florida	19,826
	102	Nebraska	19,724
	103	Oklahoma State	19,080
	104	Alabama	18,717
	105	Georgia Tech	18,450

All Canadian salaries and some U.S. salaries revised from 1983 Survey.
Excludes law and medical libraries. For statistics related to law and medical library salaries, refer to tables 22-27.

TABLE 8: MEDIAN PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES
RANK ORDER TABLE, FISCAL YEAR 1985

The grouping of institutions below is done because, in a number of cases, there is a relatively insignificant difference between two institutions, which are nevertheless given two different rankings. In order to provide a "coarser" ranking, the institutions are clustered into groups according to the ranges specified here.

Group ranges are:

1- 32,000 and over
2- 29,000-31,999
3- 28,000-28,999
4- 27,000-27,999
5- 26,000-26,999
6- 25,000-25,999
7- 24,000-24,999
8- 23,000-23,999
9- 22,000-22,999
10- below 22,000

GROUP	RANK	INSTITUTION	SALARY
1	1	Calif., Berkeley	$35,748
	1	Calif., Davis	35,748
	1	Calif., Santa Barbara	35,748
	4	Calif., Los Angeles	35,628
	5	Rutgers	34,295
	6	Calif., Irvine	33,372
	7	Stanford	33,220
2	8	Manitoba	31,829
	9	Kent State	31,710
	10	Calif., Riverside	31,152
	10	Calif., San Diego	31,152
	12	York	31,048
	13	Guelph	30,833
	14	Columbia	30,175
	15	Massachusetts	30,126
	16	Alberta	29,884
3	17	British Columbia	28,736
	18	Howard	28,362
	19	Toronto	28,344
	20	SUNY - Stony Brook	28,334
	21	Yale	28,150
	22	Hawaii	28,092
	23	McGill	28,053
4	24	Minnesota	27,394
	25	Cincinnati	27,222
	26	Saskatchewan	27,217
	27	SUNY - Buffalo	27,068
5	28	Colorado	26,985
	29	Duke	26,965
	30	Southern California	26,940
	31	Waterloo	26,924
	32	Wayne State	26,713
	33	McMaster	26,697
	34	Washington State	26,480
	35	Ohio State	26,340
	36	Princeton	26,200
	37	Connecticut	26,159
6	38	Colorado State	25,950
	39	Cornell	25,890
	40	Rochester	25,884
	41	SUNY - Albany	25,774
	42	Pennsylvania	25,550
	43	Iowa	25,500
	44	Harvard	25,438
	45	New York University	25,282
	46	Purdue	25,200
	47	Michigan	25,090
	48	Pennsylvania State	25,068
	49	Louisiana State	25,043
	50	New Mexico	25,000
7	51	Pittsburgh	24,983
	52	Houston	24,917
	53	Brigham Young	24,900
	54	Southern Illinois	24,780
	55	Washington	24,756
	56	MIT	24,700
	57	Western Ontario	24,647
	58	Georgetown	24,645
	59	Miami	24,525
	59	Queen's	24,525
	61	Maryland	24,419
	62	Illinois	24,350
	63	Case Western Reserve	24,325
	64	Iowa State	24,312
	65	Johns Hopkins	24,278
	66	Texas	24,170
	67	Chicago	24,080
	68	Arizona State	24,057
	69	Florida State	24,039
	70	Notre Dame	24,000
8	71	Oregon	23,958
	72	Dartmouth	23,950
	73	Northwestern	23,940
	74	Virginia Polytechnic	23,800
	75	Brown	23,732
	76	Syracuse	23,667
	77	Michigan State	23,650
	78	Virginia	23,600
	79	North Carolina State	23,500
	80	Indiana	23,456
	81	Arizona	23,300
9	82	Tennessee	22,966
	83	Temple	22,778
	84	Nebraska	22,748
	85	North Carolina	22,557
	86	Delaware	22,472
	87	Vanderbilt	22,470
	88	Emory	22,443
	89	Kansas	22,398
	90	Missouri	22,325
	91	Wisconsin	22,207
	92	Rice	22,190
10	93	Boston University	21,787
	94	Tulane	21,666
	95	South Carolina	21,460
	96	Oklahoma	21,450
	97	Georgia	21,398
	98	Utah	21,180
	99	Alabama	21,153
	100	Kentucky	21,125
	101	Texas A & M	20,801
	102	Washington University	20,484
	103	Florida	20,348
	104	Oklahoma State	19,716
	105	Georgia Tech	18,830

Excludes law and medical libraries. For statistics related to law and medical library salaries, refer to tables 22-27.

TABLE 9: MEDIAN AND BEGINNING PROFESSIONAL SALARIES IN ARL UNIVERSITY LIBRARIES

SUMMARY OF RANKINGS, FISCAL YEARS 1981-85

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	FY 1981	1982	1983	1984	1985	FY 1981	1982	1983	1984	1985
Alabama	97	99	100	104	99	83	45	60	70	95
Alberta	6	11	9	11	16	11	17	6	4	13
Arizona	52	50	67	71	81	67	42	47	30	50
Arizona State	35	31	43	51	68	23	19	23	36	59
Boston	82	91	86	76	93	67	91	92	39	62
Brigham Young	51	59	53	50	53	83	81	45	39	59
British Columbia	1	7	6	13	17	2	3	3	14	20
Brown	91	87	91	75	75	45	35	62	18	17
Calif., Berkeley	10	1	1	7	1	5	4	9	13	5
Calif., Davis	7	1	1	1	1	5	4	9	7	4
Calif., Irvine	**	6	7	8	6	**	4	9	7	3
Calif., Los Angeles	2	1	5	4	4	5	4	9	12	1
Calif., Riverside	4	13	25	19	10	5	4	9	7	5
Calif., San Diego	2	1	1	1	10	5	4	9	7	5
Calif., Santa Barbara	5	1	1	3	1	5	4	9	7	5
Case Western Reserve	94	100	93	85	63	60	66	64	54	82
Chicago	66	67	75	79	67	49	65	66	85	93
Cincinnati	64	29	24	37	25	81	79	88	92	50
Colorado	21	26	27	29	28	38	38	36	59	21
Colorado State	37	30	35	32	38	50	28	21	5	18
Columbia	22	20	20	20	14	21	26	19	15	14
Connecticut	54	54	47	31	37	50	66	67	70	95
Cornell	68	66	59	43	39	67	66	62	56	56
Dartmouth	40	63	64	66	72	83	81	47	59	50
Delaware	**	**	**	88	86	**	**	**	96	101
Duke	44	38	55	38	29	67	66	36	30	33
Emory	93	94	94	90	88	97	91	92	70	62
Florida	76	83	88	101	103	100	91	99	104	99
Florida State	86	69	50	70	69	98	101	101	105	102
Georgetown	75	79	83	62	58	67	66	78	70	85
Georgia	83	79	86	64	97	50	58	75	83	91
Georgia Tech	**	**	**	105	105	**	**	**	93	97
Guelph	12	9	8	9	13	20	12	18	22	25
Harvard	59	51	40	34	44	35	35	28	28	30
Hawaii	19	18	13	21	22	19	20	26	37	48
Houston	65	93	52	42	52	37	63	36	59	62
Howard	29	15	17	15	18	3	24	1	2	9
Illinois	53	48	70	57	62	99	66	78	86	62
Indiana	74	95	81	84	80	67	91	67	86	97
Iowa	90	52	44	67	43	38	21	33	53	33
Iowa State	73	58	37	65	64	65	58	36	59	50
Johns Hopkins	72	77	60	61	65	31	27	55	59	58

1984 rankings revised from 1983 Survey based on current reports.
** - Institution not an ARL member during this period

TABLE 9 continued: SUMMARY OF RANKINGS

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	FY 1981	1982	1983	1984	1985	FY 1981	1982	1983	1984	1985
Kansas	89	86	85	89	89	83	66	78	70	62
Kent State	14	14	11	12	9	17	15	7	15	21
Kentucky	96	71	78	82	100	83	91	92	70	85
Louisiana State	28	32	40	60	49	83	99	67	86	90
McGill	13	10	13	18	23	13	11	8	21	29
McMaster	36	39	34	48	33	80	80	74	69	89
Manitoba	8	22	20	14	8	12	57	46	58	45
Maryland	39	78	58	74	61	38	66	59	84	46
Massachusetts	25	17	15	17	15	66	81	47	26	19
MIT	46	41	39	46	56	38	33	24	23	21
Miami	41	57	46	41	59	83	45	78	96	103
Michigan	45	76	54	55	47	81	67	37	39	33
Michigan State	42	40	60	44	77	43	34	47	30	33
Minnesota	24	27	39	25	24	1	1	2	3	11
Missouri	56	73	84	94	90	67	91	92	103	100
Nebraska	87	88	96	102	84	50	38	36	30	33
New Mexico	50	45	70	68	50	62	45	28	39	33
New York	23	21	24	27	45	17	13	28	19	14
North Carolina	77	72	95	97	85	50	45	67	70	62
North Carolina State	**	**	**	87	79	**	**	**	86	85
Northwestern	62	68	74	62	73	62	28	47	39	62
Notre Dame	84	79	72	78	70	83	81	92	86	85
Ohio State	30	35	35	30	35	44	42	33	35	32
Oklahoma	95	44	21	44	96	67	45	33	56	62
Oklahoma State	98	96	97	103	104	95	62	76	94	84
Oregon	31	53	66	49	71	33	21	28	39	21
Pennsylvania	34	42	42	40	42	35	38	36	39	42
Pennsylvania State	17	25	33	36	48	46	58	44	38	42
Pittsburgh	70	74	80	80	51	79	78	78	70	62
Princeton	58	45	37	32	36	38	35	36	30	33
Purdue	38	49	42	53	46	27	38	47	59	62
Queen's	26	65	57	52	59	34	90	98	95	94
Rice	92	98	99	99	92	46	44	47	39	33
Rochester	80	24	51	59	40	67	66	89	102	104
Rutgers	18	33	2	6	5	15	25	4	6	12
Saskatchewan	11	16	17	58	26	4	18	17	20	27
South Carolina	78	75	92	95	95	67	66	92	96	62
Southern California	33	28	31	28	30	27	45	36	39	62
Southern Illinois	48	37	68	56	54	46	45	64	59	56
Stanford	15	8	16	5	7	14	2	5	1	2
SUNY - Albany	57	62	79	69	41	50	66	67	39	50
SUNY - Buffalo	55	60	47	35	27	67	66	78	70	62

1984 rankings revised from 1983 Survey based on current reports.
** - Institution not an ARL member during this period

TABLE 9 continued: SUMMARY OF RANKINGS

INSTITUTION	MEDIAN SALARIES					BEGINNING PROFESSIONAL SALARIES				
	FY 1981	1982	1983	1984	1985	FY 1981	1982	1983	1984	1985
SUNY - Stony Brook	71	64	23	24	20	61	81	67	39	33
Syracuse	85	82	73	73	76	83	81	78	70	62
Temple	32	56	69	81	83	94	99	100	101	105
Tennessee	79	89	90	98	82	83	45	78	96	62
Texas	60	61	65	72	66	25	28	28	39	55
Texas A & M	27	47	19	77	101	78	32	91	59	62
Toronto	9	23	27	16	19	16	61	27	29	49
Tulane	99	101	101	96	94	83	91	78	39	61
Utah	88	84	77	92	98	50	81	78	96	62
Vanderbilt	81	92	89	91	87	96	98	90	70	62
Virginia	63	70	76	83	78	50	45	55	70	62
Virginia Polytechnic	61	90	60	86	74	50	45	55	68	62
Washington	49	43	59	54	55	21	13	21	26	26
Washington State	43	36	50	39	34	27	21	24	23	28
Washington, St. Louis	100	97	98	100	102	64	64	61	55	47
Waterloo	**	**	**	23	31	**	**	**	52	44
Wayne State	20	19	22	26	32	32	45	58	70	14
Western Ontario	69	55	49	47	57	82	56	54	67	83
Wisconsin	67	85	82	93	91	26	16	16	23	31
Yale	46	34	30	22	21	27	28	20	15	10
York	16	12	11	10	12	24	89	77	91	92

1984 rankings revised from 1983 Survey based on current reports.
** - Institution not an ARL member during this period

TABLE 10: ANALYSIS OF SALARIES IN ARL UNIVERSITY LIBRARIES

Salary figures for the past twelve years are converted into index numbers and compared to the Consumer Price Index (CPI) which also has been converted using July 1974 as the base point.

Fiscal Year	No. of Libs.	Total Staff	Median Salary*	Median BPS**	Median Sal. Index	BPS Index	Actual CPI	Adjusted CPI
1985	104	7,161	26,100	16,500	220.3	187.5	311.7	234.9
1984	103	7,039	24,940	15,778	210.5	179.3	299.3	225.6
1983	100	6,898	23,500	15,000	198.3	170.5	292.2	220.2
1982	100	6,894	21,727	14,200	183.4	161.4	274.4	206.8
1981	98	6,581	20,987	13,000	177.1	147.7	247.8	186.7
1980	97	6,731	18,910	12,000	159.6	136.4	218.9	165.0
1979	94	6,756	17,896	11,450	151.0	130.1	196.7	148.2
1978	94	6,689	16,000	11,000	135.0	125.0	182.6	137.6
1977	92	6,577	15,000	10,500	126.6	119.3	171.1	128.9
1976	94	6,522	14,000	10,000	118.1	113.6	162.3	122.3
1975	88	6,303	12,850	9,387	108.4	106.7	148.3	111.8
1974	82	6,102	11,850	8,800	100	100	132.7	100

* - Excludes Chicago
** - Beginning Professional Salary

TABLE 11: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SALARY AND POSITION, FISCAL 1985[1]

	NUMBER OF STAFF								PERCENT AT EACH LEVEL							
SALARY INTERVALS	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Branch Head (4)	Subj. Spec. (5)	Func. Spec. (6)	Dept. Head (7)	Other Prof. (8)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Branch Head (4)	Subj. Spec. (5)	Func. Spec. (6)	Dept. Head (7)	Other Prof. (8)
$100,000 or more	2								2							
95,000-99,999																
90,000-94,999	1								1							
85,000-89,999	2								2							
80,000-84,999	6								6							
75,000-79,999	1								1							
70,000-74,999	9								10							
65,000-69,999	16	1		1			2		17	1						
60,000-64,999	16	4		1			2		17	4						
55,000-59,999	21	14	6	3	2			2	22	12	3	1				
50,000-54,999	15	11	11	5		1	10	1	16	10	5	1			1	
48,000-49,999	1	5	8	2	2	1	5		1	4	4					
46,000-47,999	2	14	13	9	5	1	12	2	2	12	6	2	1		1	
44,000-45,999	1	10	17	6	1	2	14		1	9	8	1		1	1	
42,000-43,999	1	10	19	12	15	3	38	27	1	9	9	2	2	1	3	1
40,000-41,999		10	27	15	9	7	28	5		9	13	3	1	2	2	
38,000-39,999		15	27	23	14	14	56	30		13	13	4	2	4	4	1
36,000-37,999		9	27	18	15	7	72	10		8	13	3	2	2	5	
34,000-35,999		4	19	52	27	21	118	105		4	9	10	4	6	9	4
32,000-33,999		5	13	42	32	22	131	88		4	6	8	5	7	10	3
30,000-31,999		1	13	64	56	29	164	136		1	6	12	8	9	12	5
29,000-29,999			2	23	33	17	91	103			1	4	5	5	7	3
28,000-28,999			2	33	27	17	95	97			1	6	4	5	7	3
27,000-27,999		1	3	27	44	20	76	170		1	1	5	7	6	6	6
26,000-26,999			1	30	47	17	81	136				6	7	5	6	5
25,000-25,999			1	26	50	15	75	202				5	7	5	5	7
24,000-24,999				31	52	24	70	188				6	8	7	5	6
23,000-23,999				27	54	19	60	224				5	8	6	4	8
22,000-22,999				12	39	16	59	247				2	6	5	4	8
21,000-21,999				24	36	17	41	219				5	5	5	3	7
20,000-20,999				19	29	22	23	200				4	4	7	2	7
19,000-19,999				10	21	7	16	186				2	3	2	1	6
18,000-18,999				5	31	10	17	199				1	5	3	1	7
17,000-17,999				6	12	13	8	186				1	2	4	1	6
16,000-16,999					10	3	2	123					1	1		4
15,000-15,999				1	9	4		41					1	1		1
14,000-14,999					1	2	1	16						1		1
13,999 or less								4								
TOTAL	94	114	209	527	673	331	1367	2947	100	100	100	100	100	100	100	100

[1] Excludes Chicago and staff in law and medical libraries. For statistics related to law and medical library salaries, refer to tables 22-27.

TABLE 12: DISTRIBUTION OF PROFESSIONAL STAFF IN ARL UNIVERSITY LIBRARIES BY SEX AND POSITION, FISCAL 1985[1]

	MEN ONLY								WOMEN ONLY							
SALARY INTERVALS	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Branch Head (4)	Subj. Spec. (5)	Func. Spec. (6)	Dept. Head (7)	Other Prof. (8)	Dir. (1)	Assoc. Dir. (2)	Asst. Dir. (3)	Branch Head (4)	Subj. Spec. (5)	Func. Spec. (6)	Dept. Head (7)	Other Prof. (8)
$100,000 or more	2															
95,000-99,999																
90,000-94,999									1							
85,000-89,999	2															
80,000-84,999	6															
75,000-79,999	1															
70,000-74,999	6								3							
65,000-69,999	12	1					2		4			1				
60,000-64,999	15	2					2		1	2		1				
55,000-59,999	15	6	4	1	2			2	6	8	2	2				
50,000-54,999	12	6	6	3		1	9	1	3	5	5	2			1	
48,000-49,999	1	2	4		2	1	4			3	4	2			1	
46,000-47,999	1	9	8	6	2		8	2	1	5	5	3	3	1	4	
44,000-45,999	1	8	10	5		1	10			2	7	1	1	1	4	
42,000-43,999	1	3	11	8	10	3	19	13		7	8	4	5		19	14
40,000-41,999		5	12	9	8	6	18	3		5	15	6	1	1	10	2
38,000-39,999		8	11	11	9	8	28	10		7	16	12	5	6	28	20
36,000-37,999		2	13	7	7	1	35	5		7	14	11	8	6	37	5
34,000-35,999			12	22	18	13	57	36		4	7	30	9	8	61	69
32,000-33,999		2	5	20	19	12	49	35		3	8	22	13	10	82	53
30,000-31,999		1	8	27	24	15	61	46			5	37	32	14	103	90
29,000-29,999			2	4	14	6	38	30				19	19	11	53	73
28,000-28,999				7	12	8	39	29			2	26	15	9	56	68
27,000-27,999			1	7	21	10	23	45		1	2	20	23	10	53	125
26,000-26,999				15	25	10	33	37			1	15	22	7	48	99
25,000-25,999			1	5	24	8	28	59				21	26	7	47	143
24,000-24,999				10	25	9	28	44				21	27	15	42	144
23,000-23,999				11	24	9	20	70				16	30	10	40	154
22,000-22,999				3	11	6	20	72				9	28	10	39	175
21,000-21,999				10	17	6	16	74				14	19	11	25	145
20,000-20,999				4	10	10	11	63				15	19	12	12	137
19,000-19,999				2	6	2	4	38				8	15	5	12	148
18,000-18,999					9	2	4	51				5	22	8	13	148
17,000-17,999				1	3	6	2	41				5	9	7	6	145
16,000-16,999					4	1		38					6	2	2	85
15,000-15,999					5	2		8				1	4	2		33
14,000-14,999						2	1	3					1			13
13,999 or less								1								3
TOTAL	75	55	108	198	311	158	569	856	19	59	101	329	362	173	798	2091

[1] Excludes Chicago and staff in law and medical libraries. For statistics related to law and medical library salaries, refer to tables 22-27.

TABLE 13: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS, FISCAL YEAR 1985[1]

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director	94	75	19	$63,427	$63,742	$62,183
2. Associate Director	114	55	59	45,219	46,349	44,166
3. Assistant Director	209	108	101	40,166	40,493	39,815
4. Branch Head	527	198	329	30,348	32,004	29,351
5. Subject Specialist	673	311	362	26,870	28,116	25,799
6. Functional Specialist	331	158	173	27,370	28,373	26,455
7. Dept. Head: Reference	112	48	64	31,515	31,522	31,510
8. Cataloging	110	30	80	32,899	34,239	32,397
9. Acquisition	104	44	60	30,990	31,360	30,718
10. Serials	67	18	49	29,793	29,228	30,000
11. Doc./Maps	110	42	68	28,462	28,274	28,578
12. Circulation	91	40	51	27,266	27,054	27,432
13. Spec. Coll'n.	100	68	32	33,870	35,417	30,581
14. Computer	41	29	12	35,598	37,033	32,131
15. Other	632	250	382	29,453	31,175	28,325
16. Reference: Over 15 yrs. exp.	329	102	227	27,588	28,287	27,274
17. 10 - 15 yrs. exp.	233	67	166	25,370	24,964	25,535
18. 5 - 10 yrs. exp.	277	88	189	21,884	22,242	21,718
19. Under 5 yrs. exp.	231	73	158	18,874	18,785	18,915
20. Catalog: Over 15 yrs. exp.	384	103	281	27,556	28,255	27,300
21. 10 - 15 yrs. exp.	177	53	124	24,559	25,274	24,254
22. 5 - 10 yrs. exp.	206	58	148	21,839	22,059	21,752
23. Under 5 yrs. exp.	221	52	169	18,490	18,851	18,379
24. Other: Over 15 yrs. exp.	307	93	214	29,212	31,447	28,241
25. 10 - 15 yrs. exp.	180	56	124	25,782	27,090	25,191
26. 5 - 10 yrs. exp.	199	61	138	22,199	23,142	21,782
27. Under 5 yrs. exp.	203	50	153	19,154	19,089	19,175
ALL POSITIONS	6,262	2,330	3,932	$27,935	$30,242	$26,568

1 Excludes Chicago and staff in law and medical libraries. For statistics related to law and medical library salaries, refer to tables 22-27.

TABLE 14: NUMBER AND AVERAGE SALARIES OF ARL MINORITY UNIVERSITY LIBRARIANS, FISCAL YEAR 1985[1]

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Director	3	3	0	$ *	$ *	$ -
2. Associate Director	9	2	7	49,287	*	*
3. Assistant Director	9	6	3	37,900	*	*
4. Branch Head	40	12	28	33,302	34,603	32,744
5. Subject Specialist	85	39	46	28,395	29,845	27,166
6. Functional Specialist	23	13	10	29,191	28,301	30,349
7. Dept. Head: Reference	2	0	2	*	-	*
8. Cataloging	14	4	10	32,456	34,171	31,769
9. Acquisition	2	0	2	*	-	*
10. Serials	3	1	2	*	*	*
11. Doc./Maps	2	2	0	*	*	-
12. Circulation	3	0	3	*	-	*
13. Spec. Coll'n.	0	0	0	-	-	-
14. Computer	1	1	0	*	*	-
15. Other	53	23	30	29,506	31,000	28,360
16. Reference: Over 15 yrs. exp.	36	11	25	27,071	28,271	26,543
17. 10 - 15 yrs. exp.	23	5	18	27,336	23,411	28,426
18. 5 - 10 yrs. exp.	30	8	22	22,488	23,590	22,087
19. Under 5 yrs. exp.	13	2	11	19,278	*	*
20. Catalog: Over 15 yrs. exp.	71	18	53	26,840	27,488	26,620
21. 10 - 15 yrs. exp.	27	8	19	23,723	26,422	22,587
22. 5 - 10 yrs. exp.	22	5	17	21,702	22,495	21,468
23. Under 5 yrs. exp.	22	1	21	19,217	*	*
24. Other: Over 15 yrs. exp.	37	17	20	29,105	30,898	27,580
25. 10 - 15 yrs. exp.	19	6	13	28,407	29,544	27,882
26. 5 - 10 yrs. exp.	8	1	7	21,094	*	*
27. Under 5 yrs. exp.	15	4	11	20,575	18,207	21,463
ALL POSITIONS	572	192	380	$27,801	$29,958	$26,712

1 Excludes Chicago and staff in law and medical libraries. For statistics related to law and medical library salaries, refer to tables 22-27.

* Salary information is not published when fewer than 4 individuals are involved.

TABLE 15: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LIBRARIANS, FISCAL YEAR 1985[1]

POSITION	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Director	94	75	19	23.4	24.7	18.3
2. Associate Director	114	55	59	19.5	20.7	18.3
3. Assistant Director	209	108	101	17.6	17.9	17.2
4. Branch Head	527	198	329	15.6	16.3	15.1
5. Subject Specialist	673	311	362	11.1	12.1	10.1
6. Functional Specialist	331	158	173	13.6	13.9	13.4
7. Dept. Head: Reference	112	48	64	16.1	16.1	16.0
8. Cataloging	110	30	80	17.1	17.5	17.0
9. Acquisition	104	44	60	14.9	13.5	15.9
10. Serials	67	18	49	16.1	14.9	16.6
11. Doc./Maps	110	42	68	15.7	14.7	16.4
12. Circulation	91	40	51	10.9	10.8	10.9
13. Spec. Coll'n.	100	68	32	19.6	19.4	19.9
14. Computer	41	29	12	12.8	13.2	11.8
15. Other	632	250	382	14.8	15.6	14.3
16. Reference	1,070	330	740	11.3	11.4	11.4
20. Catalog	988	266	722	12.4	13.0	12.3
24. Other	889	260	629	11.9	12.3	11.8
ALL POSITIONS	6,262	2,330	3,932	13.6 yrs	14.4 yrs	13.1 yrs

1 Excludes Chicago and staff in law and medical libraries. For statistics related to law and medical library salaries, refer to tables 22-27.

TABLE 16: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL MINORITY UNIVERSITY LIBRARIANS, FISCAL YEAR 1985[1]

	POSITION	Number of Staff			Average Years of Experience		
		Total	Men	Women	Combined	Men	Women
1.	Director	3	3	0	23.7	23.7	-
2.	Associate Director	9	2	7	20.0	13.0	22.0
3.	Assistant Director	9	6	3	14.8	16.0	12.3
4.	Branch Head	40	12	28	18.1	20.2	12.3
5.	Subject Specialist	85	39	46	14.4	14.2	14.6
6.	Functional Specialist	23	13	10	12.6	12.2	13.0
7.	Dept. Head: Reference	2	0	2	12.5	-	12.5
8.	Cataloging	14	4	10	19.1	19.0	19.2
9.	Acquisition	2	0	2	21.5	-	21.5
10.	Serials	3	1	2	16.0	13.0	17.5
11.	Doc./Maps	2	2	0	24.5	24.5	-
12.	Circulation	3	0	3	12.0	-	12.0
13.	Spec. Coll'n.	0	0	0	-	-	-
14.	Computer	1	1	0	4.0	4.0	-
15.	Other	53	23	30	15.2	15.7	14.7
16.	Reference	102	26	76	12.2	14.3	11.4
20.	Catalog	142	32	110	14.0	14.3	11.4
24.	Other	79	28	51	13.7	15.7	12.6
	ALL POSITIONS	572	192	380	14.4 yrs	15.3 yrs	13.9 yrs

1 Excludes Chicago and staff in law and medical libraries. For statistics related to law and medical library salaries, refer to tables 22-27.

TABLE 17: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1985[1]

YEARS OF EXPERIENCE	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 yrs. exp.	703	217	486	11.2	$18,987	$19,320	$18,838
2. 4 - 7 yrs. exp.	967	309	658	15.4	22,176	23,137	21,725
3. 8 - 11 yrs. exp.	1,128	428	700	18.0	26,238	26,981	25,783
4. 12 - 15 yrs. exp.	1,142	404	738	18.2	29,262	30,158	28,772
5. 16 - 19 yrs. exp.	990	385	605	15.8	31,554	33,768	30,146
6. 20 - 23 yrs. exp.	541	241	300	8.6	33,482	35,565	31,809
7. 24 - 27 yrs. exp.	327	148	179	5.2	34,136	38,859	30,231
8. 28 - 31 yrs. exp.	218	94	124	3.5	36,070	41,401	32,029
9. 32 - 35 yrs. exp.	155	78	77	2.5	35,442	39,129	31,706
10. Over 35 yrs. exp.	91	26	65	1.5	35,747	43,213	32,761
ALL POSITIONS	6,262	2,330	3,932		$27,935	$30,242	$26,568

1 Excludes Chicago and staff in law and medical libraries. For statistics related to law and medical library salaries, refer to tables 22-27.

TABLE 18: NUMBER AND AVERAGE SALARIES OF ARL MINORITY UNIVERSITY LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1985[1]

YEARS OF EXPERIENCE	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 yrs. exp.	44	11	33	7.7	$19,563	$19,787	$19,489
2. 4 - 7 yrs. exp.	80	24	56	14.0	21,876	22,960	21,411
3. 8 - 11 yrs. exp.	77	19	58	13.5	25,407	26,402	25,082
4. 12 - 15 yrs. exp.	131	45	86	22.9	29,087	30,163	28,524
5. 16 - 19 yrs. exp.	100	39	61	17.5	29,859	31,783	28,628
6. 20 - 23 yrs. exp.	65	25	40	11.4	31,402	33,137	30,318
7. 24 - 27 yrs. exp.	48	19	29	8.4	31,171	34,771	28,813
8. 28 - 31 yrs. exp.	18	9	9	3.1	36,065	39,640	32,490
9. 32 - 35 yrs. exp.	7	1	6	1.2	37,403	*	*
10. Over 35 yrs. exp.	2	0	2	.3	*	-	*
ALL POSITIONS	572	192	380		$27,801	$29,958	$26,712

1 Excludes Chicago and staff in law and medical libraries. For statistics related to law and medical library salaries, refer to tables 22-27.

* Salary information is not published when fewer than four individuals are involved.

TABLE 19: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY TYPE OF INSTITUTION, FISCAL YEAR 1985[1]

POSITION	ALL COMBINED (104)[2]		PUBLIC (62)		PRIVATE (30)	
	No.	Average Salary	No.	Average Salary	No.	Average Salary
1. Director	94	$63,427	57	$62,049	27	$70,776
2. Associate Director	114	45,219	64	44,845	39	47,080
3. Assistant Director	209	40,166	120	39,869	69	40,641
4. Branch Head	527	30,348	322	29,243	158	32,295
5. Subject Specialist	673	26,870	395	26,528	230	27,236
6. Functional Specialist	331	27,370	182	27,776	119	26,645
7. Dept. Head: Reference	112	31,515	60	31,340	36	31,050
8. Cataloging	110	32,899	58	32,322	42	33,423
9. Acquisition	104	30,990	59	30,971	32	30,275
10. Serials	67	29,793	39	30,006	22	30,201
11. Doc./Maps	110	28,462	66	28,323	28	27,850
12. Circulation	91	27,266	51	27,194	30	26,348
13. Spec. Coll'n.	100	33,870	57	34,149	33	33,915
14. Computer	41	35,598	25	34,509	12	36,692
15. Other	632	29,453	354	29,065	221	29,873
16. Reference: Over 15 yrs. exp.	329	27,588	227	27,390	68	22,375
17. 10 - 15 yrs. exp.	233	25,370	142	24,978	60	25,764
18. 5 - 10 yrs. exp.	277	21,884	186	21,530	59	22,130
19. Under 5 yrs. exp.	231	18,874	155	18,418	51	19,649
20. Catalog: Over 15 yrs. exp.	384	27,556	205	27,643	135	27,054
21. 10 - 15 yrs. exp.	177	24,559	91	23,587	65	25,509
22. 5 - 10 yrs. exp.	206	21,839	116	21,171	69	22,489
23. Under 5 yrs. exp.	221	18,490	125	17.969	86	19,042
24. Other: Over 15 yrs. exp.	307	29,212	197	29,560	73	27,333
25. 10 - 15 yrs. exp.	180	25,782	105	26,005	54	25.002
26. 5 - 10 yrs. exp.	199	22,199	112	21,959	70	22,094
27. Under 5 yrs. exp.	203	19,154	112	19,049	75	19,240
ALL POSITIONS	6,262	$27,935	3,682	$27,576	1,963	$28,286

1 Excludes Chicago and staff in law and medical libraries. For statistics related to law and medical library salaries, refer to tables 22-27.

2 Includes 12 Canadian libraries not included in public/private columns. For average Canadian salaries (expressed in U.S. dollars), refer to Table 21.

( ) Number of ARL libraries included

TABLE 20: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY SIZE OF PROFESSIONAL STAFF, FISCAL YEAR 1985[1]

POSITION	Staff Over 124 (4)		Staff 75-124 (21)		Staff 50-74 (31)		Staff 1-49 (48)	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
1. Director	3	$ *	20	$73,245	26	$62,932	45	$58,516
2. Associate Director	7	55,557	27	47,320	41	44,319	39	42,856
3. Assistant Director	4	47,022	65	43,989	55	40,745	85	36,545
4. Branc' Head	46	38,368	230	29,886	108	30,554	143	28,355
5. Subject Specialist	73	32,441	274	27,192	169	26,027	157	24,624
6. Functional Specialist	37	30,188	123	27,775	76	26,961	95	26,077
7. Dept. Head:Reference	5	33,875	22	33,899	35	31,892	50	29,966
8. Cataloging	11	38,337	24	35,249	31	33,541	44	29,806
9. Acquisition	7	38,346	21	31,437	31	31,219	45	29,479
10. Serials	5	35,506	15	30,796	19	30,183	28	27,970
11. Doc./Maps	8	36,688	26	28,017	32	28,940	44	26,882
12. Circulation	7	28,947	19	28,960	29	26,536	36	26,633
13. Spec. Coll'n.	8	32,176	25	35,403	31	35,019	36	32,192
14. Computer	3	*	11	38,352	16	33,616	11	32,056
15. Other	70	34,730	217	29,812	172	29,027	173	27,290
16. Reference:Over 15 yrs.exp.	26	35,508	95	26,170	119	28,150	89	26,037
17. 10 - 15 yrs.exp.	17	29,649	81	24,986	64	25,537	71	24,634
18. 5 - 10 yrs.exp.	15	25,491	88	21,522	79	21,765	95	21,750
19. Under 5 yrs.exp.	17	22,077	56	18,718	67	19,064	91	18,232
20. Catalog: Over 15 yrs.exp.	65	33,275	114	26,253	92	27,389	113	25,717
21. 10 - 15 yrs.exp.	16	29,982	64	24,731	42	24,278	55	22,997
22. 5 - 10 yrs.exp.	25	23,035	69	21,964	54	22,029	58	20,997
23. Under 5 yrs.exp.	22	19,785	62	18,846	62	18,388	75	17,901
24. Other: Over 15 yrs. exp.	48	36,377	81	27,336	115	28,751	63	27,007
25. 10 - 15 yrs. exp.	21	30,487	46	24,259	74	25,566	39	25,454
26. 5 - 10 yrs. exp.	19	26,682	58	21,654	76	21,739	46	21,795
27. Under 5 yrs. exp.	17	23,558	55	19,213	78	18,667	53	18,398
ALL POSITIONS	602	$32,485	1,988	$27,900	1,793	$27,667	1,879	$26,768

1 Excludes Chicago and staff in law and medical libraries. For statistics related to law and medical library salaries, refer to tables 22-27.

( ) Number of ARL libraries included

* Salary information is not published when fewer than 4 individuals are involved.

TABLE 21: AVERAGE SALARIES OF ARL UNIVERSITY LIBRARIANS BY REGION, FISCAL YEAR 1985[1]

POSITION	NORTHEAST		NORTH CENTRAL		SOUTH			WEST		CANADA
	New England (8)	Middle Atlantic (14)	East N.Central (14)	West N.Central (7)	South Atlantic (17)	East S.Central (4)	West S.Central (8)	Mountain (7)	Pacific (13)	(12)
1. Director	$67,771	$74,741	$65,695	$64,350	$60,826	$56,137	$58,706	$59,705	$66,564	$51,438
2. Associate Director	44,532	49,564	44,163	*	43,461	39,333	45,838	43,284	51,964	40,798
3. Assistant Director	45,678	43,054	39,870	41,620	36,769	*	38,709	35,495	44,755	40,307
4. Branch Head	35,624	31,804	29,178	25,812	27,210	26,474	25,392	28,282	33,847	31,373
5. Subject Specialist	28,861	27,430	25,450	26,460	23,833	20,828	22,203	24,270	33,669	27,924
6. Functional Specialist	25,915	27,439	26,396	29,392	25,653	23,497	27,205	28,170	31,667	27,789
7. Dept. Head: Reference	32,140	32,626	31,189	31,449	29,782	30,536	30,329	26,657	36,086	33,218
8. Cataloging	34,379	32,503	32,165	31,096	30,797	*	31,200	31,672	37,128	34,050
9 Acquisition	34,503	28,832	29,960	27,520	29,579	*	27,592	29,287	36,423	32,837
10. Serials	28,144	30,825	30,928	27,582	28,822	*	28,286	28,778	36,118	26,910
11. Doc./Maps	30,436	27,177	26,735	26,980	25,604	*	23,643	26,451	35,189	30,109
12. Circulation	25,103	25,650	27,836	26,404	26,347	25,223	25,624	25,595	31,362	30,388
13. Spec. Coll'n.	35,253	36,479	33,764	33,526	31,847	32,579	30,032	29,482	37,121	32,129
14. Computer	*	36,869	41,520	*	29,392	*	*	*	37,434	39,123
15. Other	30,325	30,112	27,845	27,038	26,663	25,402	27,676	25,603	34,859	30,228
16. Reference: Over 15 yrs.exp.	27,667	28,013	25,081	24,856	24,119	23,920	27,112	26,937	31,712	29,341
17. 10 - 15 yrs.exp.	26,089	26,829	22,981	25,075	23,064	*	22,884	22,382	29,186	26,404
18. 5 - 10 yrs.exp.	22,096	22,340	20,864	20,410	19,911	20,990	20,227	21,505	25,144	23,490
19. Under 5 yrs.exp.	20,077	19,549	18,100	15,877	17,705	17,862	17,846	17,650	21,608	20,123
20. Catalog: Over 15 yrs.exp.	27,308	27,032	24,852	25,461	23,340	23,400	24,479	25,068	33,040	28,691
21. 10 - 15 yrs.exp.	25,580	26,210	22,823	21,677	22,751	*	22,198	23,391	29,439	25,835
22. 5 - 10 yrs.exp	22,242	23,495	21,054	21,096	20,082	19,818	20,118	20,864	24,109	23,386
23. Under 5 yrs.exp.	19,731	18,576	18,231	18,119	17,201	16,945	17,289	18,341	20,003	20,256
24. Other: Over 15 yrs. exp.	27,506	28,787	25,260	26,408	26,019	22,589	27,886	26,648	35,683	31,069
25. 10 - 15 yrs. exp.	25,586	24.073	22,773	25,919	24,173	*	22,311	24,949	29,252	26,672
26. 5 - 10 yrs. exp.	22,824	22,898	20,809	20,635	20,001	18,812	20,484	20,849	25,528	24,210
27. Under 5 yrs. exp.	20,229	19,112	17,774	17,770	17,945	18,004	18,695	18,421	22,294	19,488
ALL POSITIONS: AVER. SALARY	$28,231	$28,695	$26,984	$26,516	$25,456	$24,438	$25,428	$26,233	$32,450	$28,958
: NO. OF STAFF	642	999	939	380	888	175	369	333	920	617

1 Excludes Chicago and staff in law and medical libraries. For statistics related to law and medical library salaries, refer to tables 22-27.

( ) Number of ARL libraries included

* Salary information is not published when fewer than 4 individuals are involved.

REGION	NO.	ARL UNIVERSITY LIBRARIES INCLUDED	STATES/PROVINCES INCLUDED
NORTHEAST			
1. New England	(8)	Boston; Brown; Conn.; Dartmouth; Harvard; MIT; Massachusetts; Yale	Conn., Mass., Me., N.H., R.I., Vt.
2. Middle Atlantic	(14)	Columbia; Cornell; NYU; Pa.; Pa. State; Pittsburgh; Princeton; Rochester; Rutgers; SUNY: Albany, Buffalo, Stony Brook; Syracuse; Temple	N.J., N.Y., Pa.
NORTH CENTRAL			
3. East North Central	(15)	Case Western; Chicago; Cincinnati; Ill.; Ind.; Kent State; Mich.; Mich. State; Notre Dame; Northwestern; Ohio State; Purdue; S. Ill.; Wayne State; Wis.	Ill., Ind., Mich., Ohio, Wis.
4. West North Central	(7)	Iowa; Iowa State; Kansas; Minnesota; Missouri; Nebraska; Washington U.	Iowa, Kan., Minn., Mo., Neb., N. Dak., S. Dak.
SOUTH			
5. South Atlantic	(17)	Delaware; Duke; Emory; Florida; Fla. State; Georgia; Georgia Tech.; Georgetown; Howard; Johns Hopkins; Md.; Miami; N.C.; N.C. State; S.C.; Va.; VPI	Del., D.C., Fla., Ga., Md., N.C., S.C., Va., W. Va.
6. East South Central	(4)	Alabama; Kentucky; Tennessee; Vanderbilt	Ala., Ky., Miss., Tenn.
7. West South Central	(8)	Houston; La. State; Oklahoma; Okla. State; Rice; Texas; Texas A&M; Tulane	Ark., La., Okla., Tex.
WEST			
8. Mountain	(7)	Arizona; Arizona State; Brigham Young; Colorado; Colorado State; New Mexico; Utah	Ariz., Colo., Idaho, Mont., Nev., N. Mex., Utah, Wyo.
9. Pacific	(13)	U. of Calif.: Berkeley, Davis, Irvine, Los Angeles Riverside, San Diego, Santa Barbara; Hawaii; Oregon; Southern Calif.; Stanford; Washington; Washington State	Alaska, Cal., Hawaii, Oregon, Wash.
CANADA	(12)	Alberta; British Columbia; Guelph; McGill; McMaster; Manitoba; Queen's; Saskatchewan; Toronto; Waterloo; Western; Ontario; York	Alta., Br. Col., Man., N. Br., Newf., N.S., Ont., P.E.I., Que., Sask.

( ) Number of ARL libraries included.

TABLE 22: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS, FISCAL YEAR 1985

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Head, Medical Library	53	24	28	$45,604	$49,713	$41,934
2. Associate Head	13	1	12	34,779	*	*
3. Assistant Head	11	3	8	32,753	*	*
4. Head, Medical Branch	12	1	11	28,504	*	*
5. Subject Specialist	25	4	21	27,639	26,484	27,860
6. Functional Specialist	19	7	12	23,516	23,690	23,414
7. Dept. Head:Reference	21	1	20	28,547	*	*
8. Cataloging	19	4	15	25,875	31,521	24,370
9. Acquisition	12	2	10	23,808	*	*
10. Serials	9	1	8	21,426	*	*
11. Circulation	9	1	8	24,069	*	*
12. Spec. Coll'n.	12	4	8	27,219	*	*
13. Other	58	13	45	28,830	28,892	28,813
14.Reference:Over 15 yrs. exp.	25	4	21	28,254	29,300	28,055
15. 10 - 15 yrs. exp.	27	4	23	25,373	25,817	25,296
16. 5 - 10 yrs. exp.	39	7	32	22,831	23,525	22,679
17. Under 5 yrs. exp.	45	6	39	19,459	20,713	19,266
18.Catalog: Over 15 yrs. exp.	10	3	7	28,580	*	*
19. 10 - 15 yrs. exp.	0	0	0	-	-	-
20. 5 - 10 yrs. exp.	13	4	9	22,471	24,146	21,726
21. Under 5 yrs. exp.	5	0	5	18,955	-	-
22. Other: Over 15 yrs. exp.	15	5	10	29,716	31,221	28,963
23. 10 - 15 yrs. exp.	10	2	8	27,787	*	*
24. 5 - 10 yrs. exp.	22	6	16	21,010	21,498	20,827
25. Under 5 yrs. exp.	23	2	21	18,904	*	*
ALL POSITIONS	507	110	397	$27,517	$32,198	$26,221

* Salary information is not published when fewer than 4 individuals are involved.

TABLE 23: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY MEDICAL LIBRARIANS, FISCAL YEAR 1985

POSITION	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Head, Medical Library	53	25	28	20.2	22.2	18.4
2. Associate Head	13	1	12	18.8	6.0	19.8
3. Assistant Head	11	3	8	14.5	16.7	13.6
4. Head, Medical Branch	12	1	11	12.6	18.0	12.1
5. Subject Specialist	25	4	21	14.0	14.8	13.9
6. Functional Specialist	19	7	12	10.6	5.1	13.8
7. Dept. Head: Reference	21	1	20	13.3	13.0	13.3
8. Cataloging	19	4	15	14.8	20.8	13.2
9. Acquisition	12	2	10	10.5	8.0	11.0
10. Serials	9	1	8	8.7	6.0	9.0
11. Circulation	9	1	8	11.3	9.0	11.6
12. Spec. Coll'n.	12	4	8	15.3	17.8	14.0
13. Computer	1	1	0	14.0	14.0	-
14. Other	57	12	45	13.2	13.7	13.1
15. Reference	136	21	115	9.1	9.2	9.1
16. Catalog	28	7	21	11.5	11.7	11.5
17. Other	70	15	55	9.4	13.1	8.3
ALL POSITIONS	507	110	397	12.2 yrs	14.3 yrs	11.7 yrs

TABLE 24: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY MEDICAL LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1985

YEARS OF EXPERIENCE	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 yrs. exp.	63	5	58	12.4	$18,993	$19,959	$18,909
2. 4 - 7 yrs. exp.	107	28	79	21.1	22,419	23,095	22,179
3. 8 - 11 yrs. exp.	102	19	83	20.1	25,724	26,387	25,572
4. 12 - 15 yrs. exp.	85	16	69	16.8	29,313	34,474	28,116
5. 16 - 19 yrs. exp.	54	10	44	10.7	29,244	32,024	28,612
6. 20 - 23 yrs. exp.	39	11	28	7.7	39,704	47,030	36,826
7. 24 - 27 yrs. exp.	30	7	23	5.9	36,052	42,934	33,957
8. 28 - 31 yrs. exp.	14	4	10	2.8	39,146	40,730	35,187
9. 32 - 35 yrs. exp.	8	2	6	1.6	34,590	*	*
10. Over 35 yrs. exp.	5	2	3	1.0	41,399	*	*
ALL POSITIONS	507	110	397		$27,517	$32,198	$26,221

* Salary information is not published when fewer than four individuals are involved.

TABLE 25: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS, FISCAL YEAR 1985

POSITION	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
1. Head, Law Library	49	30	19	$54,803	$58,787	$48,512
2. Associate Head	15	4	11	40,091	43,612	38,811
3. Assistant Head	14	4	10	33,809	30,410	35,169
4. Subject Specialist	15	3	12	26,308	*	*
5. Functional Specialist	6	3	3	22,740	*	*
6. Dept. Head: Reference	15	5	10	29,585	27,030	30,863
7. Cataloging	22	6	16	28,125	27,000	28,547
8. Acquisition	23	2	21	25,803	*	*
9. Serials	3	1	2	*	*	*
10. Documents	8	2	6	21,033	*	*
11. Circulation	14	2	12	23,239	*	*
12. Other	32	12	20	30,720	31,137	30,469
13. Reference: Over 15 yrs. exp.	7	4	3	32,196	*	*
14. 10 - 15 yrs. exp.	20	7	13	25,418	24,515	25,905
15. 5 - 10 yrs. exp.	21	10	11	24,554	24,663	24,455
16. Under 5 yrs. exp.	20	10	10	22,678	22,699	22,658
17. Catalog: Over 15 yrs. exp.	6	1	5	25,056	*	*
18. 10 - 15 yrs. exp.	14	3	11	25,656	28,085	24,993
19. 5 - 10 yrs. exp.	19	5	14	22,694	23,886	22,269
20. Under 5 yrs. exp.	14	3	11	18,021	*	*
21. Other: Over 15 yrs. exp.	7	4	3	29,746	*	*
22. 10 - 15 yrs. exp.	15	1	14	26,882	*	*
23. 5 - 10 yrs. exp.	16	5	11	24,885	27,480	23,705
24. Under 5 yrs. exp.	17	3	14	19,627	*	*
ALL POSITIONS	392	130	262	$29,845	$34,311	$27,664

* Salary information is not published when fewer than 4 individuals are involved.

TABLE 26: NUMBER AND AVERAGE YEARS OF EXPERIENCE OF ARL UNIVERSITY LAW LIBRARIANS, FISCAL YEAR 1985

POSITION	Number of Staff			Average Years of Experience		
	Total	Men	Women	Combined	Men	Women
1. Head, Law Library	49	30	19	17.3	17.5	16.9
2. Associate Head	15	4	11	15.7	16.0	15.5
3. Assistant Head	14	4	10	10.2	8.5	10.9
4. Subject Specialist	15	3	12	11.8	14.0	11.2
5. Functional Specialist	6	3	3	9.0	9.3	8.7
6. Dept. Head: Reference	15	5	10	11.4	10.6	11.8
7. Cataloging	22	6	16	12.6	9.3	13.8
8. Acquisition	23	2	21	9.3	15.0	8.8
9. Serials	3	1	2	7.0	4.0	8.5
10. Documents	8	2	6	9.7	6.3	10.8
11. Circulation	14	2	12	8.3	3.0	9.2
12. Spec. Coll'n.	1	0	1	27.0	-	27.0
13. Other	31	12	19	11.0	12.2	10.3
14. Reference	68	31	37	8.4	8.5	8.3
15. Catalog	53	12	41	8.2	7.3	8.4
16. Other	55	13	42	8.5	10.9	7.8
ALL POSITIONS	392	130	262	10.6	11.7	10.3

TABLE 27: NUMBER AND AVERAGE SALARIES OF ARL UNIVERSITY LAW LIBRARIANS BY YEARS OF EXPERIENCE, FISCAL YEAR 1985

YEARS OF EXPERIENCE	Number of Staff				Average Salaries		
	Total	Men	Women	% of Total	Combined	Men	Women
1. 0 - 3 yrs. exp.	54	17	37	13.8	$20,449	$21,703	$19,872
2. 4 - 7 yrs. exp.	87	25	62	22.2	23,755	24,693	23,376
3. 8 - 11 yrs. exp.	106	34	72	27.0	30,097	31,593	29,380
4. 12 - 15 yrs. exp.	70	21	49	17.9	32,762	40,214	29,568
5. 16 - 19 yrs. exp.	38	16	22	9.7	38,895	47,228	33,007
6. 20 - 23 yrs. exp.	13	5	8	3.3	39,725	41,585	38,562
7. 24 - 27 yrs. exp.	10	5	5	2.6	39,808	46,105	33,511
8. 28 - 31 yrs. exp.	7	4	3	1.8	49,341	*	*
9. 32 - 35 yrs. exp.	6	3	3	1.5	50,809	*	*
10. Over 35 yrs. exp.	1	0	1	0.3	*	*	*
ALL POSITIONS	392	130	262		$29,845	$34,311	$27,664

* Salary information is not published when fewer than four individuals are involved.

ARL SALARY SURVEY 1984
University Library Questionnaire

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, systems analysts, budget officers, etc.

2. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

3. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are the norm required by the employer, report the actual salary paid.

4. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

5. The salary figures should be straight gross salary figures. Do not include fringe benefits.

6. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

7. The questionnaire should be returned to the ARL Office by August 31, 1984.

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with updated information for filled and temporarily vacant professional positions for the fiscal year 1983-84, as well as the current fiscal year, 1984-85.

2. Question 1. The Beginning Professional Salary is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure which is actually used or likely to be used for entry-level librarians hired by your library.

   Please consult the published survey for 1983. Was the reported figure for Beginning Professional Salary accurate for the fiscal year 1983-84, or did a later adjustment in salaries increase it? If you have a revision to report, please supply the updated figure.

3. Question 2. The Median Salary is the salary that has an equal number of salaries above and below it. For libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

   Your library's Median Professional Salary for 1983-84 was calculated by ARL from the individual salaries you supplied on last year's questionnaire. If the 1983-84 salaries in your institution were substantially revised after that time (i.e., the median figure published last year by ARL does not adequately reflect the actual 1983-84 median salary in your library) please supply an updated figure.

4. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests salary information on all filled or temporarily vacant positions for fiscal year 1984-85. In addition, information on sex, minority status, rank, and years of experience is requested for filled positions. The form requests information for individuals; aggregate data for each institution will be generated by computer. Please photocopy additional sheets if you cannot list all professional positions in the space provided.

2. List information for individuals in separate Law or Medical libraries on sheets devoted only to each of those two branches. (This will permit ARL to analyze whether there are separate salary patterns for those two specialties.) Check the appropriate box at the top of the form to indicate when a sheet is being used only for Law or Medical library staff.

3. The column to the left of the perforation labeled "Staff Member i.d." has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed along the perforation to ensure anonymity of the data. Except for segregating Law and Medical library staff, the order in which staff members are entered on the form is immaterial; enter them in the order most convenient for you.

4. After entering the identification of the individual, enter his/her salary as of July 1 1984. If the library normally increases salaries at a date later than July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, use the higher salary figure and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

5. Salaries should be reported for all filled positions and all positions that are temporarily vacant. If an exact salary figure for a vacant position is established, that figure should be reported. If you do not have an exact salary for a vacancy, estimate the salary level at which the position is most likely to be filled.

6. Position Code. Indicate a position title by means of one of the following codes:

DIRLIB	Director of Libraries (or equivalent title)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library
HDLAW	Head, Law Library
HDBR	Head, Other Branch Library
FSPEC	Functional Specialist
SSPEC	Subject Specialist
HDACQ	Head, Acquisitions Department
HDREF	Head, Reference Department
HDCAT	Head, Catalog Department
HDSER	Head, Serials Department
HDDOC	Head, Documents Department
HDMAP	Head, Map Room/Department
HDCIRC	Head, Circulation
HDRBM	Head, Rare Book/Manuscripts Department
HDCOMP	Head, Library and Computer Systems
HDOTR	Head, Other Department/Service/Agency
CAT	Catalogers, both general and specialized
REF	Reference librarians, both general and specialized
PUBS	Public Services, non-supervisory, except reference librarians
TECH	Technical Services, non-supervisory, except catalogers
ADMN	Administrative and other units, non-supervisory position

The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature. Please use the above categories in the manner you feel best applies to your library.

If any individual has responsibilities described by more than one of the above categories, choose the category which is most typical of his/her general duties.

Specialists. These are of two kinds: Subject Specialists, who primarily build collections (but may also offer specialized reference and bibliographic services); and Functional Specialists, who are media specialists or who are experts in management fields such as personnel, fiscal matters, systems, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that does original cataloging only, or for a department that handles all cataloging. A Department Head who is responsible for cataloging from LC Copy, OCLC, etc., but not for original cataloging should be included in the category "Head, Other Department/Service/Agency." List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate/Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out the analysis, programming, etc. should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: a) head of a department which is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc; b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries which split these two functions between two departments should report more than one professional with the position HDACQ.

Assistant Department Heads. Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." However, Assistant Head positions responsible for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.

7. Sex. Indicate either M or F, for male and female, respectively.

8. Minority status code. U.S. university libraries, only, should indicate minority status by means of one of the following code numbers. (Leave blank if a Canadian library or if not applicable):

   1 Black
   2 Hispanic
   3 Asian or Pacific Islander
   4 American Indian or Native Alaskan
   5 Caucasian

9. Total years of professional experience. Define "professional experience" as indicated in the general instructions; for most professional staff members this will mean counting the years since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions.

10. Rank. Responses concerning rank should be limited to professional librarians and other professionals reported in the survey who occupy the same ranks as librarians. Leave the rank column blank for professionals who do not occupy these ranks or if the column is not applicable. For example, if the Library Business Officer holds a rank typically used for university administrators but not for librarians, do not supply a rank code for that individual or describe his/her rank in answering other questions, even if you have included salary and other data for the Business Officer.

    If multiple ranking structures are used for librarians and these structures are substantially different and not equivalent, enter individual rank information only for that group which represents the largest fraction of "rank-and-file" librarians.

Complete the last column, labeled "Rank Code", using the following codes:

0 A rank normally occupied solely by the library director and/or assistant and associate directors.
9 Rank unknown; or, there is confusion or controversy regarding how to code this individual's rank.
1 Lowest level in the rank structure.
2 Next highest level in the rank structure.
3-8 Successively higher levels in the rank structure. Highest number in this range should be equivalent to the highest rank in the library's structure (unless the highest rank is occupied solely by the director and/or assistant and associate directors).

Include ranks that may be unoccupied at the present time due to circumstances such as unusually high turnover, hiring freezes, etc.

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ARL SALARY SURVEY 1984
University Library Questionnaire

Part I: Summary Data

Reporting library _____

Report prepared by (Name) _____

Phone number _____ Date returned to ARL _____

1. Beginning Professional Salary

   a. Beginning professional salary for 1983-84 as reported in last year's ARL Annual Salary Survey. _____

   b. If salary reported last year has been revised, please report correct 1983-84 beginning professional salary. _____

   c. Beginning professional salary for 1984-85. _____

2. Median Professional Salary

   a. Median professional salary for 1983-84 as reported in last year's ARL Annual Salary Survey. _____

   b. If salaries reported last year have been substantially revised, please report correct 1983-84 median professional salary. _____

   (Note: ARL will calculate the 1984-85 median professional salary for your library from the data you supply in Part II of this questionnaire.)

3. Footnotes (Please compare with footnotes from surveys of previous years.)

   a. Law Library salaries are included.

   ☐ Yes ☐ No ☐ We do not have Law Library.

(over)

b. Medical Library salaries are included.

☐ Yes ☐ No ☐ We do not have a Medical Library.

c. Figures include salaries for main campus only.

☐ Yes ☐ No ☐ We have only one campus.

d. Other libraries not included:

_____

_____

_____

_____

e. Indicate the number of levels in your institution's rank structure for professional librarians.

_____ 1 level (i.e., no differentiated levels)
_____ 2 levels
_____ 3 levels
_____ 4 levels
_____ 5 levels
_____ more than 5 levels (please specify the number of levels:_____)

In determining the number of levels within the professional librarian rank structure, do not count a rank normally occupied only by the library director and/or other top level staff such as associate and assistant directors.

f. Other comments:

_____

_____

_____

_____

Please return the Salary Survey questionnaire to the
ARL Office by August 31, 1984.

ARL SALARY SURVEY 1984
University Library Questionnaire

Part II: Individual Data

Office Use Only	

Reporting Library _____

Sheet Number _____

☐ Check here if this sheet is for Law Library only

☐ Check here if this sheet is for Medical Library only

Staff Member i.d. *(Detach before mailing)*	Seq. No.	Salary July 1, 1984 *(See Instructions)*	Position Code *(See instructions)*	leave blank	Sex (M or F)	Minority Status Code *(See instructions)*	Total Years Prof. Exper.	Rank Code *(See instructions)*
	1							
	2							
	3							
	4							
	5							
	6							
	7							
	8							
	9							
	10							
	11							
	12							
	13							
	14							
	15							
	16							
	17							
	18							
	19							
	20							
	21							
	22							
	23							
	24							
	25							

ARL SALARY SURVEY 1984
Nonuniversity Library Questionnaire

Instructions for Completing the Questionnaire

1. This survey is concerned with the salaries of professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of membership in a collective bargaining unit, including, when appropriate, staff who are not librarians in the strict sense of the term, such as systems analysts, budget officers, etc.

2. Salaries should be reported for all filled and temporarily vacant positions. Vacant positions should be reported at the known salary level, or at the salary level at which the position is most likely to be filled.

3. Report 1984-85 salaries as they exist on July 1, 1984. If the library normally increases salaries at a date after July 1, and the salary as of that later date is known or can be estimated (within $100 or so) by the time the questionnaire is due to be returned, please use the higher salary and footnote the effective date and/or whether the reported figures are known or estimated. Please do not hold up the reporting process for later salary adjustments.

4. The median salary is the salary that has an equal number of salaries above it and below it. In those libraries with an even number of positions, the median salary is the average of the two salaries that have an equal number of salaries above and below them.

5. The "beginning professional salary" is the salary that would be paid to a professional without experience, not necessarily the lowest professional salary paid. In reporting the beginning salary, please use a figure which is actually used or likely to be used for entry-level librarians hired by your library.

6. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting; do not report the actual part-time salary paid.

7. Salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are normally required by the employer, report the actual salary paid.

8. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

9. The salary figures should be straight gross salary figures. Do not include fringe benefits.

10. Explanatory footnotes to the reported figures may be provided when necessary. Footnotes will be included in the published survey.

11. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

12. The questionnaire should be returned to the ARL Office by August 31, 1984

ARL SALARY SURVEY 1984
Nonuniversity Library Questionnaire

Reporting library _____

Report prepared by (Name) _____

Phone number_____ Date returned to ARL _____

1. Complete the table on the back of this sheet by indicating the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1983-84 and 1984-85.

2. Median professional salary in fiscal year 1983-84. _____

3. Median professional salary for fiscal year 1984-85. _____

4. Beginning professional salary in 1983-84. _____

5. Beginning professional salary for 1984-85. _____

6. Footnotes (Please compare with footnotes from surveys of previous years.)

   a. Law Library salaries are included.

   ☐ Yes ☐ No ☐ We do not have Law Library.

   b. Medical Library salaries are included.

   ☐ Yes ☐ No ☐ We do not have a Medical Library.

   c. Branch libraries not included:

   _____

   _____

   _____

7. Other comments:

   _____

   _____

   _____

Please return this form to the
ARL Office by August 31, 1984

(over)

Indicate the number of filled or temporarily vacant professional positions in each salary range for fiscal years 1983-84 and 1984-85.

Salary Range	Number of Positions	
	1983-84	1984-85
95,000 or more		
90,000 - - - 94,999		
85,000 - - - 89,999		
80,000 - - - 84,999		
75,000 - - - 79,999		
70,000 - - - 74,999		
65,000 - - - 69,999		
60,000 - - - 64,999		
55,000 - - - 59,999		
50,000 - - - 54,999		
48,000 - - - 49,999		
46,000 - - - 47,999		
44,000 - - - 45,999		
42,000 - - - 43,999		
40,000 - - - 41,999		
38,000 - - - 39,999		
36,000 - - - 37,999		
34,000 - - - 35,999		
32,000 - - - 33,999		
30,000 - - - 31,999		
29,000 - - - 29,999		
28,000 - - - 28,999		
27,000 - - - 27,999		
26,000 - - - 26,999		
25,000 - - - 25,999		
24,000 - - - 24,999		
23,000 - - - 23,999		
22,000 - - - 22,999		
21,000 - - - 21,999		
20,000 - - - 20,999		
19,000 - - - 19,999		
18,000 - - - 18,999		
17,000 - - - 17,999		
16,000 - - - 16,999		
15,000 - - - 15,999		
14,000 - - - 14,999		
13,999 or less		
Total Number of Positions		

Please return this form to the
ARL Office by August 31, 1984

FOOTNOTES

Institution	Notes
ALABAMA	Medical Library salaries exclude the Medical School in Birmingham, but do include staff of the College of Community Health Sciences library on the Tuscaloosa Campus. Salaries effective August 16, 1984.
ALBERTA	Excludes Boreal Institute and the Faculty of Extension libraries.
ARIZONA	Salaries include increases expected January 1, 1985.
ARIZONA STATE	Salaries exclude increases due January 1, 1985.
BOSTON UNIVERSITY	Includes Theology Library salaries.
BRITISH COLUMBIA	Salaries unchanged for past two years.
BROWN	Includes John Carter Brown Library salaries.
CALIFORNIA, BERKELEY	Excludes special or institute libraries which are not administratively part of the General Library, such as the Giannini Foundation of Agricultural Economics Research, Governmental Studies, Industrial Relations, International Studies, Transportation Engineering, Lawrence Hall, Donner Laboratory, Earthquake Engineering, Chicano Studies, and Law Libraries; and Water Resources Archives. Librarians scheduled for a 3.8% increase on January 1, 1985.
CALIFORNIA, IRVINE	Salaries effective July 1, 1984.
CHICAGO	Excludes Director's salary; reports only median and beginning professional salaries of other staff for the current and prior year.
CINCINNATI	Includes Walters and Clermont Technical College branch libraries.
CORNELL	Includes Geneva Experiment Station.
DELAWARE	Excludes Director's salary and salaries of staff from libraries not administratively reporting to the Director of Libraries.

Institution	Notes
DELAWARE (cont.)	The salary floor for all four ranks will be raised as of January 1, 1985. The beginning professional salary will be $16,400, effective that date. Unfortunately these range adjustments were approved too late to be reflected in this survey.
EMORY	Salaries effective September 1, 1984.
FLORIDA STATE	Excludes Development Research School.
GEORGETOWN	Excludes Center for Population Research.
HARVARD	Excludes salary of Director and 38 staff without librarian rank; also excludes Biblioteca Berenson in Florence, Italy.
HAWAII	Excludes departmental collections not under the jurisdiction of the University Library: Hawaii Institute of Geophysics, Industrial Relations Center, and the Public Health Reading Room.
	Excludes federally funded positions.
HOUSTON	Excludes Clear Lake, Downtown, and Victoria Campuses.
	Salaries effective September 1, 1984.
ILLINOIS	Excludes Health Sciences Library in Chicago.
INDIANA	Includes regional campus libraries.
JOHNS HOPKINS	Excludes Welch Medical, Advanced International Studies, Hygiene & Public Health, Applied Physics, and Peabody Institute libraries.
KENTUCKY	Excludes Community Colleges.
LOUISIANA STATE	Excludes Alexandria, Eunice, Shreveport branch campus libraries; and the libraries of the LSU Medical Centers in Shreveport and New Orleans, and the University of New Orleans library.
McMASTER	Now includes Medical Library salaries.
MARYLAND	Excludes College of Library and Information Services library.
MICHIGAN	Excludes Business, Bentley Historical, and William Clements libraries; and several small libraries not part of the main library system.

Institution	Notes
MISSOURI	Salaries effective September 30, 1984.
NATIONAL AGRICULTURAL LIB.	Includes District of Columbia branch library.
NATIONAL LIBRARY OF MEDICINE	Excludes R & D, Computer staff, etc.
NEW MEXICO	Excludes Gallup, Belen, and Los Alamos branch libraries.
NEW YORK PUBLIC LIBRARY	Excludes staff in public library branches.
NEW YORK UNIVERSITY	Beginning professional salaries apply to MLS degree holders only; many staff without MLS included in report.
	Salaries effective September 1, 1984.
NORTH CAROLINA	Excludes Institute of Government.
NORTHWESTERN	Salaries effective September 1, 1984.
OHIO STATE	Includes four regional campus libraries and the Agricultural Institute.
OKLAHOMA STATE	Excludes OSU School of Technical Training and OSU Technical Institute.
PITTSBURGH	Excludes Bradford, Greenburg, Johnstown, and Titusville campuses.
PRINCETON	Includes Forrestal campus.
PURDUE	Excludes North Central, Calumet, and Fort Wayne campuses.
QUEEN'S	Excludes Industrial Relations Centre, Institute of Intergovernmental Relations, and Canada Institute of Guided Ground Transportation libraries.
ROCHESTER	Includes Sibley Music Library.
RUTGERS	Excludes libraries with separate budgets: Institute for Management and Labor Relations, Camden and Newark Law libraries, and the Urban Studies and Alcohol Studies libraries.
SMITHSONIAN	Excludes libraries of the National Museum of American Art, National Portrait Gallery, Freer Gallery, Hirschhorn Museum, and Woodrow Wilson International Center for Scholars.

Institution	Notes
SOUTHERN CALIFORNIA	Excludes Andrus Gerontology Center, Hancock Library of Biology and Oceanography, and Safety and Systems Management libraries.
	Excludes salaries of Director, Assistant and Associate Directors.
SOUTHERN ILLINOIS	Excludes Center for Dewey Studies; Papers of U.S. Grant; Instructional Development, Learning Resources Service; and the School of Medicine (Springfield) libraries.
STANFORD	Excludes salary of Head of the Law Library.
SUNY - BUFFALO	Salaries exclude heads of Law and Music libraries.
SUNY - STONY BROOK	Excludes Health Sciences.
	Salaries effective September 1, 1984.
SYRACUSE	Excludes Utica College library and Head of Law Library salaries.
TEXAS	Excludes Humanities Research Center.
	Salaries effective September 1, 1984.
TEXAS A & M	Most salaries are for 10.5 month contract.
	Salaries effective September 1, 1984.
TORONTO	Excludes salaries of Director and Associate Directors.
	Excludes: Aerospace, Architecture, Astronomy, Audio-Visual, Computer, Criminology, Dentistry, Education, Erindale College, Fine Arts, Forestry, Industrial Relations, Law, Library Science, Management Studies, Mathematics, Music, Pathology, Physics, and Scarborough libraries.
TULANE	Excludes Delta Regional Primate Center.
WASHINGTON	Salaries effective January 1, 1985.
WESTERN ONTARIO	Excludes salary of Director.
WISCONSIN	Excludes Engineering and Instructional Materials Center.
YALE	Excludes British Art Center.